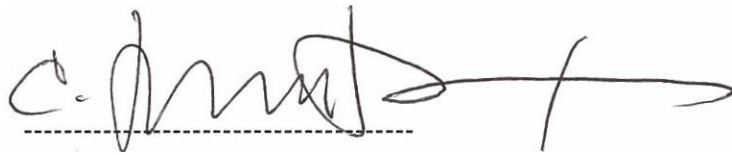


CCA Anti-Discrimination Policy

This policy defines the Colorado Chautauqua Association's position on discrimination. This policy applies to all Colorado Chautauqua Association's employees, directors, contractors, volunteers and program participants. The Colorado Chautauqua Association follows an equal opportunity employment policy, and employs personnel without regard to age, race, sex, color, creed, religion, national origin, sexual orientation, transgender status, gender identity, gender expression, ancestry, marital status, gender, veteran status, military status, political service, affiliation or disability. This policy also applies to internal promotions, training opportunities for advancement, terminations, relationships with outside vendors and customers, use of contractors and consultants, and in dealing with the general public.

Ratified by unanimous vote of the Board of Directors on June 5, 2012.

A handwritten signature in black ink, appearing to read 'C.J. Taxman', written over a horizontal dashed line. The signature is stylized and extends to the right with a long horizontal stroke.

C.J. Taxman
President, Board of Directors
Colorado Chautauqua Association

Reviewed and approved without changes: January 23, 2017