

I. EQUAL EMPLOYMENT OPPORTUNITY AND DISCRIMINATION;

Higher Ground shall follow the spirit and intent of all federal, state, and local employment law and is committed to equal employment opportunity. To that end, Higher Ground is committed to providing a work environment free of discrimination, retaliation, and disrespectful or other unprofessional conduct based on:

- Race;
- Religion (including religious dress and grooming practices);
- Color;
- Sex/gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sex stereotype, gender identity/gender expression/transgender (including whether or not you are transitioning or have transitioned) and sexual orientation;
- National origin;
- Ancestry;
- Ethnicity;
- Citizenship;
- Physical or mental disability;
- Medical condition;
- Genetic information/characteristics;
- Marital status/registered domestic partner status;
- Age;
- Sexual orientation;
- Reproductive health decision-making;
- Military or veteran status;
- Use of cannabis/marijuana off the job and away from the workplace (California only);
and
- Any other basis protected by federal, state or local law or ordinance or regulation.

Higher Ground's policy also prohibits discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. Each person is evaluated based on personal skill and merit. Higher

Ground's policy regarding equal employment opportunity applies to all aspects of employment, including recruitment, hiring, job assignments, promotions, working conditions, scheduling, benefits, wage and salary administration, disciplinary action, termination, and social, educational, and recreational programs.

All employees are expected to cooperate fully in implementing and are responsible for complying with this policy. In particular, any employee who believes that any other employee of Higher Ground may have violated the Equal Employment Opportunity Policy should report the possible violation to the CEO. Additionally, any manager or supervisor who observes discriminatory conduct must report the conduct to the CEO so that an investigation can be made and corrective action taken, if appropriate.

If you have any questions regarding this policy, please contact the CEO.