**The Salvation Army of Hot Springs, Arkansas**

**Non-Discrimination Policy**

The policy of The Salvation Army is to provide equal opportunity and equal consideration to all peoples without regard to race, religion, ancestry, national origin, sexual orientation, color, creed, sex, age or physical disability.

Equal Employment Opportunity Policy Statement

The Salvation Army certifies and agrees that all persons employed by or seeking employment with The Salvation Army, its affiliates, subsidiaries, or holding companies are and will be treated equally without regard to or because of race, religion, ancestry, national origin, sexual orientation, or sex and in compliance with all federal, state and local anti-discrimination laws.

Delivery of Services Policy Statement

The Salvation Army certifies and agrees that The Salvation Army; its affiliates, subsidiaries, or holding companies, shall not discriminate or treat unequally or unfairly in the delivery of services any person because of race, religion, ancestry, national origin, sexual orientation, or sex; and will comply with all federal, state and local anti-discrimination laws.

Volunteer Policy Statement

The Salvation Army certifies and agrees that The Salvation Army; its affiliates, subsidiaries, or holding companies, shall not discriminate in soliciting volunteers or treat unequally any volunteer because of race, religion, ancestry, national origin, sexual orientation, or sex; and will comply with all federal, state and local anti-discrimination laws.