

NON DISCRIMINATION POLICY

of

CANCER101, INC.

A Corporation Organized Under Section 402 of the New York Not-for-Profit Corporation Law

1. Introduction. This Non Discrimination Policy (the “Policy”) was adopted by the Board of Directors of CANCER101, Inc. (“C101”).
2. Scope and Core Values. C101 embraces inclusiveness, diversity, and equal opportunity as core values. C101’s goal is to provide an inclusive and non-discriminatory work environment in which all employees and volunteers are valued and empowered to succeed. Other core values that help define who C101 is as an organization and how C101 proposes to reach the goals that it has set for itself are: approachable, caring, dynamic, efficient, innovative, inspiring and involved. It is the responsibility of each employee and volunteer to understand C101’s core values and to comply, respect, nurture and advance them.
3. Equal Employment Opportunity. C101 believes that a diverse work force and volunteer base will help C101 to realize its full potential and that the talent of each employee or volunteer will bring new ideas to C101. As a result, C101 is committed to provide equal employment opportunities. All qualified applicants will be considered for employment and volunteer positions. In selecting its employees and volunteers, and during their employment or their time as volunteers, C101 will not discriminate based on race, color, national origin, citizenship status, creed, religion, religious affiliation, age, sex, marital status, sexual orientation, gender identity, disability, veteran status, or any other protected status under the applicable laws and regulations.
4. No Harassment. C101 does not tolerate any form of sexual harassment in the workplace or any volunteer location and will take any and all necessary steps from preventing any sexual harassment from occurring.
5. Grievance Procedures. All employees and volunteers are encouraged to discuss and report any violations of this Policy to the Executive Director of C101.