

**CERTIFICATE OF NON-DISCRIMINATION  
TO QUALIFY FOR COMMUNITY FOUNDATION FUNDING PROGRAMS**


The governing board of Challenge Unlimited, Inc. endorses the following policy of non-discrimination:

1. No person is excluded from agency programs, services or other benefits because of race, color, national origin, religion, gender, sexual orientation, marital status, age, height, weight, disability or other legally protected personal characteristics.
2. There is no discrimination on the basis of race, color, national origin, religion, gender, sexual orientation, marital status, age, height, weight, disability or other legally protected personal characteristics with regard to hiring, assignment, promotion, or other conditions of staff employment.
3. There is no discrimination on the basis of race, color, national origin, religion, gender, sexual orientation, marital status, age, height, weight, disability or other legally protected personal characteristics in membership on the agency's governing body.

I certify that the practices of this organization conform to the policy of non-discrimination stated above.

April 14, 2015  
Date

Deedee O'Brien, Executive Director  
Typed or printed name of President or Authorized Official

  
Signature of President or Authorized Official