

# WILDERNESS EXPEDITIONS, INC.

## ANTI-DISCRIMINATION POLICY

In regard to Wilderness Expeditions, Inc. employees:

### **Equal Employment Opportunity**

It is the policy of Wilderness Expeditions, Inc. to employ persons who are capable of learning and performing the tasks required to keep the organization operating safely and efficiently.

It is also the policy of Wilderness Expeditions, Inc. to provide equal opportunity to all persons and to administer policies regarding hiring, promotions, benefits, compensation, and transfers without discrimination because of race, color, creed, religion, gender, ethnicity, veteran status, or disability, which if needing accommodation, may be reasonably provided as required by law.

All phases of employment including, but not limited to, recruiting, hiring, selection for training, promotion, demotion, rates of pay or other compensation, transfer, promotion, layoff, termination, recall, use of facilities, and participation in all organization-sponsored activities will be administered in a way that furthers the principle of equal employment opportunity.

### **Employment Provisions of the Americans with Disabilities Act (ADA)**

Title I of the Americans with Disabilities Act prohibits discrimination in any terms or conditions of employment for qualified individuals with a disability. The Americans with Disability Act requires that employment decisions be based on the ability of a person to perform the essential functions of a job and not the person's disability or limitations. Further it requires management to reasonably accommodate individuals with disabilities when necessary. To comply with employment provisions of the Americans with Disabilities Act, Wilderness Expeditions, Inc. will:

1. Identify the essential functions of a job;
2. Evaluate whether a person with a disability, with or without accommodations, is qualified to perform the duties; and,
3. Determine whether a reasonable accommodation can be made for a qualified individual.

In regard to Wilderness Expeditions contractors:

### **Equal Employment Opportunity**

Wilderness Expeditions, Inc. requires that its contractors have an Equal Opportunity Policy equal to, or better than, its own.

### **Employment Provisions of the Americans with Disabilities Act (ADA)**

Wilderness Expeditions, Inc. requires that its contractors (including its outfitters) have a policy governing the Policies of the Americans with Disabilities Act equal to, or better than, its own.

In regard to participants in Wilderness Expeditions, Inc. programs:

### **Participation Policy**

Wilderness Expeditions, Inc. accomplishes its mission through its programs. Wilderness Expeditions programs are open to everyone regardless of race, color, creed, religion, ethnicity, gender, ethnicity, or veteran status. Wilderness Expeditions programs are specifically designed to challenge people to discover self-confidence, self-esteem, personal faith, and to learn their awesome potential for living faith-filled lives. All Wilderness Expeditions participants are required to have a WE registration form signed by a licensed physician.