

**SMC BOOKSHOP, INC.
NON-DISCRIMINATION POLICY**

Overall Policy

It is the policy of SMC Bookshop, Inc. to maintain an environment free of all forms of discrimination.

Equal Opportunity

SMC Bookshop, Inc. affords equal opportunity to all employees and prospective employees without regard to race, color, sex, gender, sexual orientation, religion, age, marital status, disability, veteran status or national origin or other criteria protected by law.

Inclusion

SMC Bookshop, Inc. is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that activities and employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is therefore the SMC Bookshop, Inc. policy not to discriminate in offering access to its programs and activities or with respect to employment terms and conditions on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

Prohibitions

SMC Bookshop, Inc. prohibits discrimination on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, genetic information, and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of individuals in its programs and activities, or in employment and application for employment. Furthermore, SMC Bookshop, Inc.'s policy includes prohibitions of harassment of program participants, customers, volunteers and employees, i.e., racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.