

**COZY COATS FOR KIDS, INC.**  
**Non-Discrimination Policy**

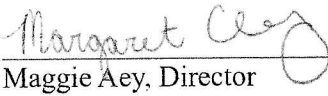
The Board of Directors of Cozy Coats for Kids, Inc., a Colorado nonprofit corporation (Cozy Coats), adopts this Non-Discrimination Policy.


Cozy Coats is committed to equal employment and volunteer opportunity without regard to age, ancestry, disability, national or ethnic origin, race, religious belief, sex, sexual orientation, gender identity, marital, or veteran status.

This policy applies to all areas of employment and volunteer participation, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation, benefits, social and recreational programs, all other conditions and privileges of employment in accordance with applicable federal, state and local laws.

Dated this 6th day of March, 2024

  
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Nick Gromiczko, Director

  
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Maggie Aey, Director

  
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Mark Cohen, Director

3/6/24