EQUAL OPPORTUNITY AND NONDISCRIMINATION POLICY

 The Nebraska FFA Foundation ("Foundation") is an equal opportunity employer. The Foundation does not discriminate against any employee or applicant because of race, color, sex, religion, gender, genetics, sexual orientation, national origin, age, disability, marital status, pregnancy or status as a covered veteran in accordance with applicable federal, state and local laws. The Foundation not only meets the letter of the law, but also the spirit of the law by making a positive effort to maintain an attractive and productive climate for our employees. Any actions by employees to the contrary will not be tolerated.

 If you feel you are a victim of discrimination, immediately report the situation to the Executive Director. If the Executive Director is the party you believe has engaged in discriminatory conduct, you should contact the Foundation Board President. All complaints of discrimination will be investigated and the results reported to the complaining party. All complaints will be treated in the strictest of confidence, except as is necessary to investigate the allegations. Retaliation against an employee who complains of discrimination is strictly prohibited and will not be tolerated.

NONDISCRIMINATION

 The Foundation conducts its operation in a nondiscriminatory manner. Decisions relating to donors, funding for awards and programs, applications for grants and all other operations of the Foundation are conducted in a manner that does not discriminate based on any of the above identified protected categories.

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