



## Non-Discrimination Policy

Queen City Dancing Queen (QCDQ) is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is therefore QCDQ's policy not to discriminate in offering access to its recreational 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.

QCDQ is committed to equality of recreational opportunity. QCDQ does not discriminate in offering access to its recreational programs and activities on the basis of race, color, gender, age, national origin, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

QCDQ is an Equal Opportunity Employer. QCDQ reaffirms its commitment to equality of opportunity and pledges that it will not practice or permit discrimination in employment on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.