

The following policy of **Non-Discrimination** was adopted by the board of Directors at their meeting on January 10th, 2011.

It is the policy of WorldCause Foundation to provide equal opportunity employment to applicants, employees, and clients without regard to race, color, ethnicity, sex, religious creed, age, marital status, national origin, ancestry, mental disability, learning disabilities, sexual orientation, or physical disability, including but not limited to deafness or blindness. WorldCause Foundation further agrees that the foundation is in full compliance with all United States, and Florida laws concerning discriminatory practices and equal opportunity employment.

If in fact an employee at any time feels he or she has been subjected to discrimination or harassment concerning any of the above traits, they are advised and encouraged to immediately report such incidents to the executive director of the foundation. In furtherance of this policy, such reports may be submitted in writing or verbally. You will not be harassed, intimidated, threatened or suffer any penalty for filing a complaint. Any penalty or reprisal against you or any other involved persons is prohibited by law.

This policy statement complies with the Civil Rights Act, Title VI [45 CFR Part 80.7 (b)] and section 504 of the Rehabilitation Act of 1973 [45 CFR part 84.7 (b)].

I hereby certify and attest to that the practices of WorldCause Foundation conform to the above outlined policy of non-discrimination.

Dated: January 10th 2011