

## **Non-Discrimination Statement**

The Robertson Ryan & Associates Foundation, Inc. (known as the Robertson Ryan Charitable Foundation) deeply values its community and network of partnering organizations, including the donors, volunteers and nonprofits that participate in our programs and benefit from our funding. We are committed to creating a friendly and safe environment and giving philosophy where each individual is welcomed and respected.

Robertson Ryan does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, the appointment to our Board of Directors or how we conduct or volunteer or giving policies.

We believe that no person should be excluded from participation on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason. Accordingly, we will not knowingly refer volunteers or provide resources to organizations that engage in unlawful discriminatory practices.

Our foundation is expressly nonpolitical and is not aligned with any political party, creed, organization, or movement. Robertson Ryan will not knowingly refer volunteers, or otherwise provide resources to, any organization whose purpose is primarily or substantially political in nature.

Robertson Ryan is not aligned with any religious belief. We invite faith-based organizations to participate in our volunteer programs so long as they meet and fulfill a strictly charitable purpose. We will not knowingly refer volunteers, or otherwise provide resources to, any organization whose purpose is to use that support for the purpose of religious proselytizing.

We are committed to providing an inclusive and welcoming environment for all associated. As such, we endeavor to create a diverse Board of Directors. We aim to build relationships with a wide spectrum of partner organizations and charitable causes as we donate, volunteer and make lasting impacts to strengthen our communities.