



NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Morning Light is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices including harassment. Morning Light therefore expects that all relationships among persons in the workplace will be businesslike and free of bias, prejudice, and harassment.

It is the policy of Morning Light to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, national origin, religion, sex, sexual orientation, age, disability, citizenship status, marital status, creed, genetic predisposition, carrier status, or any other characteristic protected by law. Morning Light prohibits and will not tolerate any such discrimination or harassment.