

**Missouri Citizens for the Arts  
&  
Missouri Citizens for the Arts Education Fund  
NON-DISCRIMINATION POLICY**

Overall Policy

It is the policy of Missouri Citizens for the Arts to maintain a working environment free of all forms of unlawful discrimination. In recognition of the importance of good employee relations, all applicants are extended equal opportunities to gain employment, and all employees are extended equal opportunities to progress in their field of endeavor.

Representation

Missouri Citizens for the Arts strives to equally represent the interests of all citizens involved in the arts regardless of sex, race, color, age, religion, creed, national origin, military veteran status, disability status, or sexual orientation.

Equal Opportunity

Missouri Citizens for the Arts affords equal opportunity to all employees, prospective employees, members, and board members without regard to sex, race, color, age, religion, creed, national origin, military veteran status, disability status, or sexual orientation.

Adopted: April 22, 2016