


### Anti-discrimination Policy

We, the MaxFund Inc. have as our policy that employment shall be based on merit qualifications, and competence. It is our policy to abide by all laws pertaining to fair employment practices and to not discriminate against any employee or applicant for employment because of race, age, sex, religion, color, national origin or ancestry, disability, marital status, sexual orientation, or other protected status under federal, state or local law. The same applies to anyone wanting to adopt an animal from us. This policy governs employment, promotion, assignment of duties.

We also protect any employee from sexual harassment from anyone on our staff, volunteers, or anyone associated with MaxFund in anyway. If any such conduct is forth coming either physical, written, or implied. They will be dealt with immediately and discharged if there is proof of any such act towards an employee.

 8/18/11

Elizabeth L. Grice, President of the Board Date

 8/17/11

Nanci Suro, Cofounder Date

Originally adopted in May 1988

Updated March 2008

Updated August 2011