Honoring America's Greatest

January 1st, 2018

Subject: LZ Pony Veterans Foundation, Nondiscrimination Policy.

The LZ Pony Veterans Foundation is a 501 (c)(3) non-profit organization, comprised of volunteer Officers, overseen by a volunteer Board of Directors.

This policy states LZ Pony Veteran Foundation's position on discrimination. This policy applies to all LZ Pony Veteran Foundation Officers, Directors, Incorporators, volunteers, contractors, vendors and most importantly, the selection process for the Veterans we serve.

LZ Pony Veterans Foundation has not and does not discriminate on the basis of race, creed, color, ethnicity, national origin (ancestry), religion, sex, sexual orientation, gender expression, marital or parental status, age, height, weight, physical or mental ability, political belief, veteran status, military obligations, and disabilities.

This policy also applies to the internal Foundation position process, all organization members, our donors and contributors, service clients, selection process for contractors and dealings with the general public.

This policy represents the Foundation's modeling of "best practices" toward nondiscrimination and equality for all people. It is annually reviewed and unanimously approved by our Board of Directors, as evidenced by the signature of the Board Chairman and dated below. Any violation of this policy will not be tolerated by the Board or our Foundation Officers.

The successful execution of our mission statement is a direct result of our collective integrity, resulting from the dignity and respect with which we treat one another and the Veterans we serve.

Robert L. Fulmer
Board Chairman

Effective this day; January 1st, 2018

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