**Anti-Discrimination Statement**

Equal Employment Opportunity and Anti-Discrimination Statement

The Company is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. The Company strictly prohibits and does not tolerate discrimination against staff, applicants, contractors, interns, volunteers, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), gender, gender identity or expression, sexual orientation, age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, or any other characteristic protected under applicable federal, state, or local law.

Non-Discrimination Policy in Admission Process

All Elderwood Facilities do not discriminate and do not permit discrimination or differential treatment during patient/resident admission or retention process, or the care provided in terms of age, race, creed, color, sex, religion, national origin, actual or perceived sexual orientation, gender, gender identity or expression, HIV status, marital status, disability, or sponsor.

9.24