

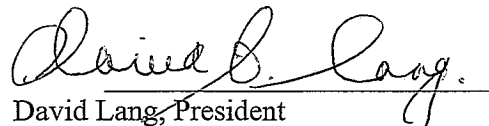
## Statement of Nondiscrimination

The Board of Directors of Bill Wilson Center has adopted a policy of nondiscrimination as follows:

1. No person is excluded from service because of age, ancestry, color, national origin, race, religion, gender, sexual orientation, creed, marital status, disability, medical conditions, or veteran status.
2. There is no segregation of persons served on the basis of age, ancestry, color, national origin, race, religion, gender, sexual orientation, creed, marital status, disability, medical conditions, or veteran status.
3. There is no discrimination on the basis of age, ancestry, color, national origin, race, religion, gender, sexual orientation, creed, marital status, disability, medical conditions, or veteran status with regard to hiring, assignment, promotion, other conditions of staff employment, or opportunities for employment.
4. The agency has written a plan for positive action to achieve equal employment opportunity for all persons in the filling of its staff positions including elements such as identifying the agency as an equal opportunity employer in recruitment advertisements, and using job referral services of only those employment agencies which do not discriminate on the basis of age, ancestry, color, national origin, race, religion, gender, sexual orientation, creed, marital status, disability, medical conditions, or veteran status in making referrals.
5. There is no discrimination on the basis of age, ancestry, color, national origin, race, religion, gender, sexual orientation, creed, marital status, disability, medical conditions, or veteran status in membership with the agency, membership on the agency's governing body, or serving as a volunteer with the agency.

I certify that the practices of this organization conform to the statement above.

January 19<sup>th</sup>, 2011

  
David Lang, President