

<u>Civil Rights</u>: Village Caregiving is an equal opportunity employer that has not and will not discriminate against employees or consumers / individuals, as per title VI of the "Civil Rights Act of 1964" and any state law.

Village Caregiving is and will stay in compliance with provisions of title VI of the "Civil Rights Act of 1964" and controlling state civil rights laws. No member of Village Caregiving's staff shall; on the ground of race, color, sexual orientation, ancestry, religion, handicap, national origin, age, or any other protected class reason, be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination.

Village Caregiving supports and is in compliance with 45 C.F.R. 80.4

Village Caregiving supports and is in compliance with the "Equal Employment Opportunity Act of 1972" Village Caregiving follows all federal guidelines regarding wage-and-hour laws, workers' compensation laws, and laws regarding the recruitment and employment of its staff.