



# NON-DISCRIMINATION POLICY

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Spindletop Center prohibits discrimination against and harassment of any employee, applicant, client, or anyone for which employment or services are provided because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status or any other characteristic protected under applicable federal or state law. All personnel who are responsible for hiring and promoting employees and for the development and implementation of services or activities are charged to support this effort and to respond promptly and appropriately to any concerns that are brought to their attention.