

**DAV NATIONAL SERVICE FOUNDATION (“Corporation”)
NON-DISCRIMINATION POLICY**

The Corporation, by and through its Board of Directors, hereby affirms that it has a non-discrimination policy whereby all individuals, including applicants for financial assistance, are given equal consideration without regard to race, color, religion, sex, sexual orientation, national origin, physical or mental disability, age or any other legally protected classification. This policy applies to all activities in which the Corporation has been engaged, is now engaged, or in any way may be engaged at any time in the future.

No one will be subject to, and the Corporation prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reporting of incidents of discrimination of any kind, pursuing any discrimination claim, or cooperating in related investigations.

The above policy was adopted by the Board of Directors on 10/24/2024 and will remain in effect until amended or rescinded.