

## CERTIFICATE OF NONDISCRIMINATION

Affirmed January 17, 2008

Previously Affirmed October 20, 2005

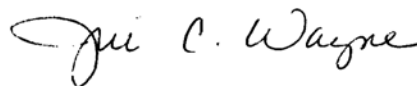
At a meeting of the governing board of The Center for Hearing, Speech and Language held on Thursday, February 21, 2008, the Board of Directors affirmed its policy of nondiscrimination as follows:

1. No person is excluded from service because of race, color, religion, gender, national origin, sexual orientation, age, gender variance, marital status, military status or physical or mental disability.
2. There is no segregation of persons served on the basis of race, color, religion, gender, national origin, sexual orientation, age, gender variance, marital status, military status or physical or mental disability.
3. There is no discrimination on the basis of race, color, religion, gender, national origin, sexual orientation, age, gender variance, marital status, military status or physical/mental disability with regard to hiring, assignment, promotion or other conditions of staff employment.
4. The agency has a written plan for positive action to achieve equal employment opportunity for all persons in the filling of its staff positions. including elements such as: contacts with various organizations in the community, including minority group organizations concerning the agency's employment needs; recruitment advertisements in minority group news media when advertising in the general media is used to fill jobs; self-identification as an equal employment opportunity employer in recruitment advertisements; and the use of employment agencies which do not discriminate on the basis of race, color, religion, gender, national origin, sexual orientation, age, gender variance, marital status, military status or physical or mental disability.
5. There is no discrimination on the basis of race, color, religion, gender, national origin, sexual orientation, age, gender variance, marital status, military status, or physical or mental disability in membership on the agency's governing body.

I certify that the practices of this organization conform to the policy of nondiscrimination stated above:



Jim Groebe, President  
Board of Directors



Jill C. Wayne, M.A., CCC-A  
Executive Director/Audiologist