

PEOPLE RESOURCES AND CONSERVATION FOUNDATION

PRCF EQUAL EMPLOYMENT OPPORTUNITY POLICY

After a motion that was duly made and seconded, the Board of Directors of the People Resources and Conservation Foundation adopted the following resolution:

The People Resources and Conservation Foundation (PRCF) shall comply with all United States of America Federal statutes relating to nondiscrimination.

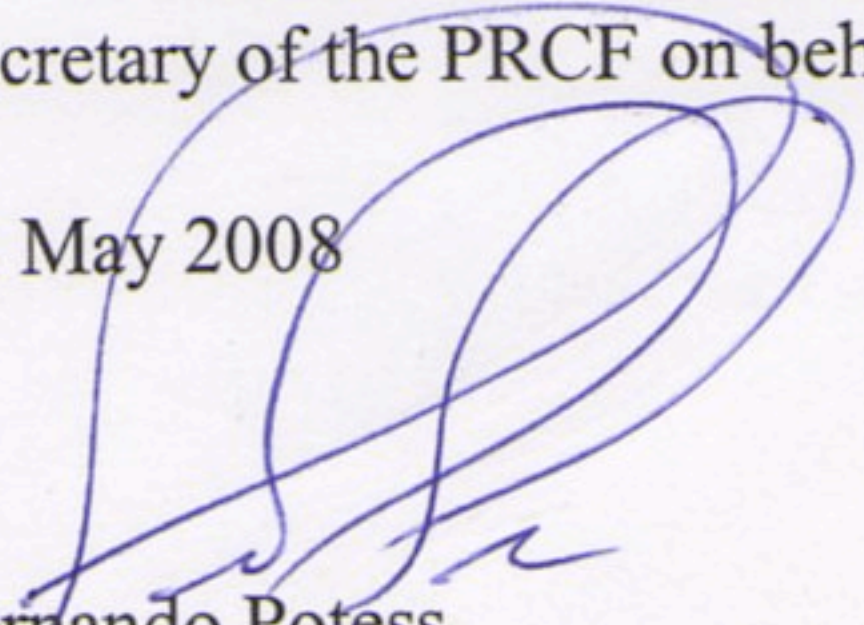
These include but are not limited to:


- a. Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin
- b. Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex
- c. Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794), which prohibits discrimination on the basis of handicaps
- d. The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101-6107), which prohibits discrimination on the basis of age
- e. The Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse
- f. The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism
- g. 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. 290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records
- h. Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing
- i. The requirements of any other nondiscrimination statute(s) of the United States of America, including the nondiscrimination of individuals because of: their sexual orientation or gender identity; that is: the individual's fundamental sense of themselves as masculine or feminine, and male or female.

The undersigned, Fernando Potess, as President Director of the PRCF, and Paul Insua-Cao, as duly appointed Secretary of the PRCF, certify that the above is a true and correct copy of a resolution duly adopted through a unanimous decision of the PRCF Board of Directors in accordance with law and the Bylaws of said Foundation on the 21st of May, 2008, and that such resolution is now in full force and effect.

IN WITNESS THEREOF, this resolution is signed by the President Director of the PRCF and Secretary of the PRCF on behalf of the Board of Directors.

21 May 2008


Fernando Potess
President Director of the PRCF


Paul Insua-Cao
Secretary of the PRCF

