

**DAV CHARITABLE SERVICE TRUST  
NON-DISCRIMINATION POLICY**

The Disabled American Veterans (DAV) Charitable Service Trust, by and through its Board of Directors, hereby affirms that it has a non-discrimination policy whereby all requests and applications for financial aid and assistance from the Trust are given equal consideration without regard to race, color, religion, sex, national origin, handicap, age or any other legally protected classification.

The Disabled American Veterans (DAV) Charitable Service Trust, by and through its Board of Directors, further affirms that the Trust is an equal opportunity employer. Qualified applicants for employment by the Trust are considered for all positions without regard to race, color, religion, sex, national origin, handicap, age or any other legally protected classification.

The above written Non-Discrimination Policy was adopted by the Board of Directors on the 26th day of February 1990, and was reaffirmed at the Board of Directors meeting on August 11, 2014, and continues to apply to all activities in which the Trust has been engaged, is now engaged, or in any way may be engaged at any time in the future.