

# Non-Discrimination Policy

Updated 4/26/2011

In accordance with Federal Law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age or disability. It is the policy of Animal Crackers, Inc. not to discriminate against any employee or any applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation, limited English proficiency or national origin. This policy shall include, but not be limited to the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoffs and termination. This company further agrees to take affirmative action to ensure equal employment opportunities.

During the life of the contract with the State of Wisconsin, Animal Crackers, Inc. shall comply with s. 16.765, WI Stats., state regulations and federal laws relating to equal employment opportunities and affirmative action. The company shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, 1400 Independent Avenue, SW, Washington, DC 20250-9410 or call (800) 795-3272 (voice) or (202) 720-6382 (TTY). USDA is an equal opportunity provide and employer.