



THE LUC COCHRAN FOUNDATION

Where Opportunity Meets Technology to Build Futures.

Nondiscrimination Policy

A governance policy of The Luc Cochran Foundation Inc.

Legal Name: The Luc Cochran Foundation Inc.

Tax Status: 501(c)(3) Public Charity

EIN: 99-1959689

Version Date: August 30, 2026

1. Purpose

The Luc Cochran Foundation Inc. (the "Foundation") is committed to fostering an inclusive environment in which all individuals are treated with dignity and respect. This Nondiscrimination Policy sets forth the Foundation's commitment to providing programs, services, volunteer opportunities, and employment without unlawful discrimination.

2. Scope

This policy applies to all Foundation programs, services, activities, employment practices, and volunteer opportunities. It applies to all directors, officers, employees, volunteers, contractors, program participants, and visitors.

3. Nondiscrimination Commitment

The Foundation does not discriminate on the basis of race, color, religion, creed, national origin, ancestry, sex, gender, gender identity or expression, sexual orientation, age, disability, marital status, familial status, military or veteran status, genetic information, or any other characteristic protected by applicable federal, state, or local law.

This commitment applies to all aspects of participation in Foundation programs and activities, including eligibility for services, access to resources, volunteer assignments, and employment-related decisions such as hiring, promotion, compensation, and termination.

4. Accessibility

The Foundation is committed to providing reasonable accommodations to individuals with disabilities in connection with its programs, services, and employment opportunities, consistent with applicable law. Requests for accommodations should be directed to the Foundation's designated contact.

5. Harassment and Retaliation

The Foundation does not tolerate harassment, intimidation, or retaliation against any person for exercising rights protected by this policy or for participating in the reporting or investigation of a concern. Retaliation is a serious violation of this policy.

6. Reporting Concerns

Any person who believes they have experienced or witnessed discrimination, harassment, or retaliation in connection with Foundation activities is encouraged to report the concern promptly. Reports may be made to the Executive Director, a designated staff member, or the Chair of the Board of Directors. Reports will be reviewed and addressed in a manner that is fair, timely, and respectful.

7. Complaint Review

The Foundation will review reported concerns in good faith and take appropriate corrective action when warranted. The Foundation will maintain confidentiality to the extent practicable and consistent with a thorough review.

8. Compliance with Law

This policy is intended to comply with applicable federal, state, and local nondiscrimination laws. Nothing in this policy is intended to create rights or remedies beyond those provided by law.

ADOPTED BY THE BOARD OF DIRECTORS

This policy was reviewed and adopted by the Board of Directors of The Luc Cochran Foundation Inc. and shall remain in effect until amended or superseded by a subsequent board action.