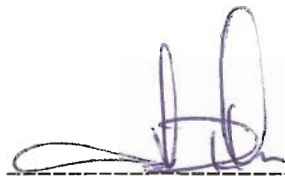


This policy defines the Colorado Chautauqua Association's position on discrimination. This policy applies to all Colorado Chautauqua Association's employees, directors and contractors. The Colorado Chautauqua Association follows an equal opportunity employment policy, and employs personnel without regard to race, creed, color, religion, national origin, sex, sexual orientation, age, physical or mental handicap, veteran status, and marital status. This policy also applies to internal promotions, training, opportunities for advancement, terminations, relationships with outside vendors and customers, use of contractors and consultants, and in dealing with the general public.

Adopted by unanimous vote of the Board of Directors on February 13, 2006.



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John Helson  
President, Board of Directors  
Colorado Chautauqua Association