

Special Equestrians, Inc.
Non-Discrimination Policy

Special Equestrians does not discriminate by reason of age, gender, race, color, religion, national origin, genetic or family medical history, sexual orientation, gender identity, gender expression, or disability in all aspects of business dealings, including staff, volunteers and clients.

Equal Employment Opportunity

Special Equestrians, Inc. provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, national origin, age, disability in accordance with applicable federal laws. In addition, Special Equestrians, Inc. complies with applicable state and local laws governing nondiscrimination in employment in every location in which Special Equestrians, Inc. has facilities. This policy, and Special Equestrians' prohibition against such discrimination, applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Each of us shares in the responsibility of assuring that our policies are effective and apply uniformly to everyone. We expect each employee to treat colleagues, program participants and vendors with respect and sensitivity. Employees who engage in behavior that violates this policy will not be allowed to continue their employment relationship.

Eligibility Requirements for Disabled Students

Special Equestrians, Inc. will consider and evaluate the following students for therapeutic riding:

Any person with a physical, mental or emotional disability, as defined by W.H.O.(World Health Organization) and limits their ability to ride in a regular riding program and must fit into the following guidelines:

- Must be a minimum of 4 years old.
- Must weigh less than 200 pounds in order to participate in mounted activities.
- Must behave in a manner that is not harmful to the animals or personnel.
- Must have a physician's statement regarding any possible precautions or contraindications.
- Must be able to, and consent to wear an ASTM approved helmet for the duration of a mounted lesson unless participating in a Hippotherapy session and a light weight helmet is recommended.
- Physically disabled riders must be evaluated for balance, range of motion and strength.
- Down Syndrome Riders must be age 4 and above with proof of a Negative Cervical X-ray for Atlantoaxial Instability (X-ray must be after the child has turned 3 and within 6 months of the start date), or in the event an X-ray is not recommended by the Rider's treating physician, said treating physician may instead certify that the Rider may participate and has no neurological symptoms of Atlantoaxial Instability that would prohibit equine mounted activities.

All students must be approved by management staff and in some cases may require an evaluation by the Special Equestrians physical or occupational therapist. The following are some of the considerations, which will be taken into account:

- The rider's sitting balance.
- The rider's behavior.
- The ability of the rider to sit astride a horse.

Eligibility Requirements for Volunteers

Special Equestrians, Inc. will consider the following volunteers:

- Volunteers should be 14 years or older and should be able to walk and occasionally jog for 30-45 minutes at a time. Volunteers assist primarily as side-walkers and horse handlers. (Volunteers age 12-13 will be considered as barn assistants but must have significant horse experience and letters of verification).
- All volunteers must have a background check and pass an online training as well as attend the hands-on training.
- All volunteers must have a signed Liability Release and Confidentiality and Conduct Policy on file.
- Volunteers must adhere to all posted stable policies and those set out in the Volunteer Handbook.
- Volunteers who do not adhere to Special Equestrians, Inc.'s rules and procedures or who fail to satisfactorily perform their volunteer assignment are subject to dismissal upon the discretion of the management staff.