

Nondiscrimination Policy

WheelCare Health Inc

Policy Statement

WheelCare Health Inc is a Delaware Non-stock Corporation Electing Non-profit Status (file #10180110, 30 April 2025), registered with the US Internal Revenue Service (EIN 33-4898620) and approved as a non-profit public charity under Section 501(c)(3).

WheelCare Health is committed to providing equal opportunities in all aspects of its operations and does not discriminate on the basis of race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), age, disability, national origin, citizenship status, genetic information, marital status, military or veteran status, and/or any other characteristic protected by applicable federal, state, or local laws.

Scope

This policy applies to all organizational activities, including but not limited to:

- Program and service delivery
- Board membership and governance
- Vendor and contractor relationships
- Funding opportunities and relationships
- Access to facilities and events
- Volunteer engagement and management
- Employment decisions including recruitment, hiring, compensation, promotion, training, discipline, and termination

Geographic Compliance

This policy complies with applicable nondiscrimination laws in Delaware (state of incorporation), the Commonwealth of Virginia (state of operations), and under federal law, including:

- Title VI and VII of the Civil Rights Act of 1964
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Equal Pay Act
- Section 504 of the Rehabilitation Act
- Delaware Discrimination in Employment Act
- Virginia Human Rights Act

Reasonable Accommodations

WheelCare Health Inc will provide reasonable accommodations to qualified individuals with disabilities and for sincerely held religious beliefs, unless doing so would cause undue hardship to the organization's furtherance of its mission.

Complaint Procedure

Any person who believes they have been subjected to discrimination should report the concern to the WheelCare Health Board of Directors, through written submission to the Secretary. All complaints will be investigated promptly and confidentially to the extent possible. The organization prohibits retaliation against anyone who reports discrimination or participates in an investigation.

Implementation

The Executive Director is responsible for implementing and monitoring compliance with this policy, under oversight of the Board of Directors.

Affirmation

This policy has been reviewed and adopted by WheelCare Health, effective as of 8 November 2025.

