

**HINDU SOCIETY OF GREATER CINCINNATI (“HSGC”)
Non-Discrimination/Anti-Harassment Policy**

This Non-Discrimination/Anti-Harassment Policy is attached to, and forms part of, the Employment Agreement by and between the HINDU SOCIETY OF GREATER CINCINNATI, INC., an Ohio non-profit corporation (“HSGC”), and every Temple Priest employed by HSGC at the Hindu temple located in Clermont County, Ohio at 720 Barg Salt Run Rd., Cincinnati, Ohio 45244 (“Temple”), effective upon commencement of employment.

To the extent that any of the terms and conditions contained in this policy may contradict or conflict with any of the terms or conditions of the attached Employment Agreement, it is expressly understood and agreed that the terms of this policy shall take precedence and supersede the terms and conditions of the attached Employment Agreement.

Unless otherwise addressed herein, the Employment Agreement, including, but not limited to, all terms, covenants, and conditions contained in the Employment Agreement, will remain in full force and effect.

Non-Discrimination/Anti-Harassment Policy

In performing their responsibilities and as employees of HSGC, Temple Priests and other employees, (collectively called “EEs”) shall not discriminate based on race, color, national or regional origin, age, religion, marital status, sex or disability in compliance with all local, state and federal laws and regulations.

Any harassment by EEs directed at any other person both on and off Temple premises is expressly prohibited. Sexual harassment is any unwelcome conduct of a sexual nature that another person finds offensive and that results in an intimidating or hostile environment. Harassment can include offensive remarks about a person’s gender.

The Equal Employment Opportunity Commission (EEOC) describes sexual harassment as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.”