

NON-HARASSMENT POLICY / NON-DISCRIMINATION POLICY

The mission of THE EXECUTIVES' ASSOCIATION OF SAVANNAH, INC. ("The Executives' Association") is to promote common business interests through activities directed to the improvement of business conditions of one or more lines of business and other similar purposes consistent with The Executives' Association's Articles of Incorporation and Bylaws.

The Executives' Association is governed by a Board of Directors that directs the affairs of The Executives' Association with the stated purposes of:

- i. instituting and maintaining an exchange and interchange of business information among its members;
- ii. creating and encouraging cooperation, business efficiency and service to its members;
- iii. bringing its members in touch with business opportunities, encouraging trade expansion of its members, and promoting a better acquaintance and closer association among its members;
- iv. engaging in any and all activities consistent with The Executives' Association's purpose.

Each member has the right to experience a professional atmosphere that promotes equal opportunity to participate and is free from discriminatory practices, including without limitation harassment.

Consistent with its purposes, The Executives' Association prohibits and will not tolerate harassment or discrimination on the basis of race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law.

Discrimination includes, but is not limited to: making any membership decision or taking any membership related action on the basis of race, color, religion, creed, age, sex, disability, national origin, marital or veteran status, or any other status protected by applicable law.

Any member who feels that he or she has been harassed or discriminated against, or has witnessed or become aware of discrimination or harassment in violation of this policy, should bring the matter to the immediate attention of the Board of Directors. The Board will promptly investigate all allegations of discrimination and harassment, and take action as appropriate based on the outcome of the investigation.



President

THE EXECUTIVE ASSOCIATION OF
SAVANNAH, INC.

Approved September 20, 2016