

**Wilderness Trek Christian Camp, Inc.**  
*Anti-discrimination Policies*  
(Adopted by the WTCC Board – April 28, 2006)

*In regard to WTCC employees:*

**Equal Employment Opportunity**

It is the policy of Wilderness Trek Christian Camp, Inc. to employ persons who are capable of learning and performing the tasks required to keep the Organization operating safely and efficiently.

It is also the policy of Wilderness Trek Christian Camp, Inc. to provide equal opportunity to all persons and to administer policies regarding hiring, promotions, benefits, compensation, and transfers without discrimination because of race, color, creed, religion, sex, national origin, age, veteran status, or disability, which if needing accommodation, may be reasonably provided as required by law.

All phases of employment including, but not limited to, recruiting, hiring, selection for training, promotion, demotion, rates of pay or other compensation, transfer, promotion, layoff, termination, recall, use of facilities, and participation in all organization-sponsored activities will be administered in a way that furthers the principle of equal employment opportunity.

**Employment Provisions of the Americans with Disabilities Act (ADA)**

Title I of the Americans with Disabilities Act prohibits discrimination in any terms or conditions of employment for qualified individuals with a disability.

The Americans with Disability Act requires that employment decisions be based on the ability of a person to perform the essential functions of a job and not the person's disability or limitations.

Further it requires management to reasonably accommodate individuals with disabilities when necessary.

To comply with employment provisions of the Americans with Disabilities Act, Wilderness Trek Christian Camp, Inc. will:

1. Identify the essential functions of a job;
2. Evaluate whether a person with a disability, with or without accommodations, is qualified to perform the duties; and,
3. Determine whether a reasonable accommodation can be made for a qualified individual.

*In regard to WTCC's contractors (i.e. outfitters)*

### **Equal Employment Opportunity**

Wilderness Trek Christian Camp, Inc. requires that its contractors (including its outfitters) have an Equal Opportunity Policy equal to, or better than, its own.

### **Employment Provisions of the Americans with Disabilities Act (ADA)**

Wilderness Trek Christian Camp, Inc. requires that its contractors (including its outfitters) have a policy governing the Policies of the Americans with Disabilities Act equal to, or better than, its own.

*In regard to participants in Wilderness Trek Christian Camp, Inc. programs ...*

### **Participation Policy**

Wilderness Trek Christian Camp, Inc. accomplishes its mission through its programs (i.e. Wilderness Trek). Wilderness Trek Christian Camp's programs are open to everyone regardless of ethnic origin, gender or religious affiliation.

Wilderness Trek's programs are specifically designed to challenge young people (14 - 19 years of age), adults (of all ages) and families (children 8 years of age or older and adults of all ages) to discover self-confidence, self-esteem, personal faith, and to learn their awesome potential for living faith-filled lives.

All Wilderness Trek participants are required to have a WTCC registration form signed by a licensed physician (see attached).