

Improving Kids' Environment

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Non-discrimination Policy
Adopted by the IKE Board of Directors
September 5, 2008

Improving Kids' Environment (IKE) aims to serve as wide an audience as possible. To that end IKE is opposed to any discrimination on the basis of race, color, national origin, religion, gender, age, sexual orientation, marital status, or disability. IKE will actively seek to minimize all such conduct on the part of its employees and its representatives and promptly address any concerns that may arise.

Policy on Access of Non-English Speaking People to IKE Programs and Materials
Adopted by the IKE Board of Directors
September 5, 2008

IKE is also committed to assuring access to its programs and materials to limited English proficient persons. If materials or programs are not already published or available in a person's native language, IKE will take all reasonable steps to provide a translation of those materials or similar materials in the person's native language. The predominant alternative language in IKE's market area (the state of Indiana) is Spanish. IKE will provide an opportunity through its website for those who need information or materials in Spanish to make that request.