

## Mission & Values Statement

The Service Dog Project is a non-profit, charity organization committed to breeding, training, and donating certified service dogs to people who experience difficulty with their balance or mobility. Our mission is to create a partnership that enhances a recipient's quality of life as they attain greater independence. Preference is given to military veterans, first responders and their families. In creating the partnership between Great Dane and recipient, SDP is dedicated to the values of **respect, integrity, inclusion, compassion, collaboration, equality, and courage**. These principles endure within the organization and in its insistence on the value of diversity, in its strive to provide **excellence** to those in need, and in its dynamic engagement with the community.

Our Great Danes are cared for **equally**, with the utmost **compassion** and **respect**. The Service Dog Project stands by positive reinforcement training methods to ensure our dogs demonstrate gentility and **dedication** while supporting their partner. This training method incorporates rewards such as praise and treats to encourage wanted behavior through repetition, rather than introducing fear or discomfort. Upon demonstrating excellence, our dogs are carefully matched to a recipient based on their physical characteristics and personality, which ensures a constructive partnership that upholds SDP's values.

Our second mission is to serve our local community. SDP's farm is a destination for all ages – from teens seeking to fulfill community service, seniors in search of a meaningful task and social interaction, to military veterans who enjoy feeling useful and connected while helping out the farm. The Service Dog Project also spreads **compassion** and **collaboration** in the community by delivering value through our RoadShow project, where dogs and trainers visit schools, senior centers, and local events to provide much-needed smiles and comfort.

## **Equal Opportunity & Sexual Misconduct at Service Dog Project**

The Service Dog Project is committed to establishing and maintaining an environment free of all forms of discrimination and harassment for all members of the community. The organization prohibits discrimination against any person on the basis of race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity or expression, genetic information, or because of marital or parental status, or any other protected class. In support of that commitment, The Service Dog Project takes steps to increase awareness of such misconduct, eliminate its occurrence within the organization, eliminate its occurrence on the premises, provide support for survivors, diligently investigate all reports of misconduct, and deal fairly and firmly with offenders. Creating a safe work environment and a culture of respect is the shared responsibility of all members of The Service Dog Project community, individually and collectively.

The Service Dog Project does not discriminate on the basis of sex in its provision of services or other programs, or in the context of employment. Sexual misconduct, including sexual harassment as defined in this Policy, is a form of sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, a federal law that provides:

- Title VII of the Civil Rights Act prohibits an employer from treating you differently, or less favorably, because of your sex, which is defined to include pregnancy, sexual orientation, and gender identity. This law also prohibits employment decisions based on stereotypes (unfair or untrue beliefs) about abilities and traits associated with gender. In addition, Title VII prohibits employment discrimination based on gender identity or sexual orientation.

Read more at: <https://www.eeoc.gov/youth/sex-discrimination>

The Service Dog Project prohibits discrimination against any individual on the basis of physical or mental disability. This policy extends to all rights, privileges, programs, and activities, including volunteering, employment, donations, events and event activities, and visitation of the SDP premises. It is also the policy of The Service Dog Project to provide reasonable accommodations to persons with disabilities unless such accommodations would impose an undue burden or fundamental alteration to the program in question. The purpose of these procedures is to ensure that all complaints of discrimination based on disability are thoroughly and fairly investigated by the authorized units of The Service Dog Project. SDP will conduct a fair and impartial investigation of all allegations of discrimination, with due regard for the rights of all parties. Retaliation against any individual who has filed a complaint of discrimination, or who has cooperated in the investigation of such a complaint, is unlawful and in violation of The Service Dog Project policy.