

ARCA Non-Discrimination Policy

ARCA is committed to fostering an inclusive and welcoming environment for all individuals. We value diversity and are dedicated to providing equal opportunities and access to services without discrimination. This commitment extends to both our physical locations and our digital platforms, including our website.

Equal Access and Non-Discrimination

ARCA does not discriminate on the basis of:

- Race
- Color
- Religion
- Gender
- Gender identity or expression
- Sexual orientation
- National origin
- Age
- Disability
- Marital status
- Military or veteran status
- Any other characteristic protected by applicable federal, state, or local law

This policy applies to all areas of operation, including:

- Access to our programs and services
- Employment and recruitment
- Website content, functionality, and accessibility
- Client interactions and communications

Accessibility and Accommodation

ARCA strives to ensure that individuals with disabilities have full and equal access to all our services, both online and offline. We make reasonable accommodations to address any barriers that may limit access or participation.

Reporting Discrimination

If you believe you have experienced discrimination or have concerns about any potential violations of this policy, we encourage you to contact us immediately. ARCA is committed to addressing concerns promptly and thoroughly to maintain a safe and inclusive environment for everyone.

How to Contact Us

For questions or concerns related to our Non-Discrimination Policy, please reach out to us by:

- **Email:** csyberg@arcamidwest.com
- **Phone:** 314-645-6840
- **Mail:** 1430 Olive Street Suite 4100 St. Louis, MO 63103

We are dedicated to ensuring that ARCA remains a place where all individuals are treated with dignity, respect, and fairness. Thank you for being part of our community.