



safe, modern transportation for kids

## KIDCABOO NON-DISCRIMINATION POLICY (NJ)

AS OF: APRIL 10, 2022

### PAGE 1 OF 2

Kidcaboo maintains zero tolerance towards discrimination of any kind by riders or drivers. To this end, Kidcaboo strictly adheres to a “Non-discrimination Policy” with respect to our riders and potential riders, which may be found on Kidcaboo’s website on our policy page ([www.kidcaboo.com/policies](http://www.kidcaboo.com/policies)). All Kidcaboo drivers are expected to comply with all state, federal, and local laws when it comes to transporting riders. Kidcaboo’s adherence to this policy is further reinforced in Kidcaboo’s Driver and Rider Codes of Conduct, available on the “DN Resources” ([www.kidcaboo.com/dn-resources](http://www.kidcaboo.com/dn-resources)) and “Rider Resources” ([www.kidcaboo.com/riderresources](http://www.kidcaboo.com/riderresources)) pages of Kidcaboo’s website. It is also included in Kidcaboo’s Driving Nanny Handbook and reviewed with all qualified Kidcaboo drivers during their onboarding and training and prior to their first Kidcaboo drive.

In compliance with all state, federal and local laws, and because it is the right thing to do, all Kidcaboo drivers must adhere to Kidcaboo’s non-discrimination policy against riders or potential riders on the basis of destination, race, color, national origin, religious belief or affiliation, sex, disability, age, pregnancy, citizenship, sexual orientation, or gender identity and shall comply with all applicable laws relating to accommodation and transportation of service animals.

In Kidcaboo’s driver handbook and on the “DN Resources” ([www.kidcaboo.com/dn-resources](http://www.kidcaboo.com/dn-resources)) page on Kidcaboo’s website, Kidcaboo provides information on accessibility compliance for persons with disabilities, including information about accommodating a rider with a disability. Kidcaboo drivers are expected to accommodate riders using walkers, canes, folding wheelchairs or other assistive devices to the maximum extent possible and safe. Under no circumstance will Kidcaboo or any Kidcaboo driver impose any additional fee for accommodation of a person with a physical disability because of the person's disability.

If a Kidcaboo driver is unable to accommodate a rider with a disability and does not have a wheelchair accessible personal vehicle, the contact information of providers of wheelchair accessible vehicle (WAV) transportation services available in New Jersey can be found on the “DN Resources” ([www.kidcaboo.com/dn-resources](http://www.kidcaboo.com/dn-resources)) and “Rider Resources” ([www.kidcaboo.com/riderresources](http://www.kidcaboo.com/riderresources)) pages of the Kidcaboo website.

For many in NJ, the most readily available source of disability-related transport is: NJ Transit Access; 800-955-2321; <https://www.njtransit.com/accessibility/access-link-ada-paratransit>.





safe, modern transportation for kids

## KIDCABOO NON-DISCRIMINATION POLICY (NJ) (CONTINUED)

AS OF: APRIL 10, 2022

PAGE 2 OF 2

### (CONTINUED FROM PAGE ONE)

All Kidcaboo drivers are notified of this non-discrimination policy during the interview and onboarding process, which happens prior to any driver receiving access to the part of Kidcaboo's driver app in which a driver can see and/or accept ride requests, and before a driver can conduct any Kidcaboo ride. Kidcaboo's non-discrimination policy is given to each driver approved to drive for Kidcaboo as part of the Kidcaboo handbook. Drivers are also alerted, during their onboarding and prior to having access to Kidcaboo ride requests, that the non-discrimination policy exists on Kidcaboo's website on the "Policies" ([www.kidcaboo.com/policies](http://www.kidcaboo.com/policies)) and the "DN Resources" ([www.kidcaboo.com/dn-resources](http://www.kidcaboo.com/dn-resources)) pages. When Kidcaboo's non-discrimination policy is updated, all drivers receive an email containing the updated policy and alerting them that the policy has been updated on both the "Policies" ([www.kidcaboo.com/policies](http://www.kidcaboo.com/policies)) and "DN Resources" ([www.kidcaboo.com/dn-resources](http://www.kidcaboo.com/dn-resources)) pages on Kidcaboo's website.

Any rider denied service due to state or federally protected trait, or any Kidcaboo user who feels discriminated against based on a trait noted in Kidcaboo's non-discrimination policy or in violation of federal, state or local laws, is asked to immediately report the incident to [legal@kidcaboo.com](mailto:legal@kidcaboo.com) and/or consult the "Rider Resources" ([www.kidcaboo.com/rideresources](http://www.kidcaboo.com/rideresources)) page on Kidcaboo's website.

Any report of unlawful discrimination will result in the temporary deactivation of a user's account while Kidcaboo reviews the incident. Confirmed violations of Kidcaboo's non-discrimination policy and/or the law with respect to riders or users with disabilities will result in the permanent loss of a user's account and access to Kidcaboo's app and services.

