



13th Annual  
**WELLNESS**  
**EXPO**

Saturday, April 13, 2024  
11:00am-4:00pm

**GEORGIAN COURT UNIVERSITY**  
THE MERCY UNIVERSITY OF NEW JERSEY

# Welcome, everyone!



This year, I am taking a group of students to Japan, my home country, to explore their health and spirituality. One of our treasured Sisters of Mercy asked me what I wanted our students to gain from the trip. I told her that I wanted our participants to become more introspective through the trip to find peace within. Can we accomplish this? Please stay tuned.

I hope you absorb all the beauty and wonder that nature provides during this spring season. Immerse yourself in the 125-year history of this campus, which began as the private estate of George Jay Gould before being transformed into a women's college led by the Sisters of Mercy. Georgian Court University has its Master Plan to further enhance the physical layout of the campus while preserving its historical and natural beauty.

Wholehearted gratitude is being sent to everyone who has worked to make this annual event possible.

Enjoy your day at GCU by visiting our exhibit hall, which features a variety of health and wellness strategies, practices, and products, or attending a free lecture, workshop, or activity session outdoors. Raffle proceeds will support our students attending regional and national conferences and enhance GCU's integrative health and exercise science programs.

Thank you for visiting us! Please come back again and again!

**Sachiko Komagata, Ph.D., PT, NBC-HWC, ACSM-CEP**

*Associate Professor/Program Director/Director of Advising,  
Department of Integrative Health & Exercise Science*

---

## Artist Statement (Cover Design)

My name is Gabriella Avendano, and I am a junior at Georgian Court University. I am pursuing my BFA in Graphic Design & Multimedia. Last spring, I graduated from Ocean County College with an Associate of Arts (AA) in Fine Arts. Thank you so much to Dr. Kim, Dr. Komagata, and all the other faculty for their help and support on this project. I worked hard on the cover in the hopes that it would represent the event nicely. I wish everyone a wonderful time at the 13th Annual Wellness Expo!

# 13<sup>TH</sup> ANNUAL WELLNESS EXPO PRESENTATION

30 min. Workshops – Casino Ballroom

11:00 – 11:30 AM



## Gender Revolution with Jennifer O'Hagan, LMT

Explore your gender, your attitudes and knowledge about genders by tuning into Jennifer. We will share a brief overview of embryology, which helps us to appreciate all the wonderful anatomical reproductive variations that naturally occur, and the many factors that might influence someone's gender identity. You will leave this workshop wondering why you were never taught this information in school!

*Jennifer O'Hagan, RH(AHG), LMT, had a very active practice for over 30 years that specialized in abdominal therapy and herbal consultations. Now retired from private practice, she is teaching classes internationally for the Abdominal Therapy Collective in Abdominal Therapy and Maya Spiritual Healing. She also offers various lectures and presentations on Gender Inclusion, Plant Consciousness, and a variety of other topics.*

11:30 AM – 12:00 PM



## Integrated Energy Therapy, Emotion Code and Body Code with Marilyn Zein El-Abidin, MA

During this talk, you will learn about Integrated Energy Therapy (IET) and the healing system of Emotion Code and Body Code. IET was developed by Steven Thayer over 30 years ago. Emotion Code and Body Code are based on Dr. Bradley Nelson's work, which informs us about "trapped emotions" in the physical body and how to heal.

*Marilyn Zein El-Abidin received an MA in Integrative Health at GCU and a BA in Anthropology from Monmouth University with concentrations in Middle Eastern studies and a minor in Spanish. She is an experienced energy healer with 20 years of practicing IET (Integrated Energy Therapy), Reiki, and for the past 7 years has integrated astrology, Emotion Code and Body Code into her sessions. She is also a Poet, aspiring musician, Littoral volunteer and creator of Earth Love green living greeting cards.*

12:00 – 12:30PM



## A New Hero's Journey: From Other to Self to Soul with Suzanne McMurray, MA & Marissa Winters, MA, RDN, GCU Lecturers in Integrative Health

Join us for an interactive workshop on strategies to prevent and manage common running injuries and take your running to the Next Level. Hosted by Dr. Kayla Rosenberg, this workshop is perfect for runners of all levels.

*Suzanne McMurray is a retired Registered Nurse and Marissa Winters is a Registered Dietitian Nutritionist. Both have private practices as integrative self-care coaches, Reiki Master Teachers, and Master Akashic Records Channels and graduated with MAs in Holistic Health Studies at Georgian Court University.*

12:30 – 1:00 PM



## The Science of Happiness: An Integrative Approach to a Happy Life with Danielle Bilder, Cand. MA

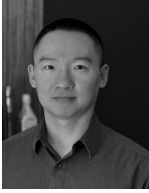
We all would like to be happy, but how? This talk will explore the psychology of happiness and explain what it means to be truly happy.

*Danielle Bilder works as the Assistant Director of the Office of Student Success at Georgian Court University. She is a candidate for a Master of Arts in Integrative Health at Georgian Court University (May 2024), and in her free time, she enjoys traveling, trying new foods, and spending time with loved ones.*

# PRESENTATION SCHEDULE

Casino Ballroom

1:00–1:30 PM



## **The Healing Within: Unveiling Inflammation as the Body's Natural Pathway to Healing with Vincent C. W. Chen, Ph.D., GCU Assistant Professor of Exercise Science**

Discover the vital role of inflammation in the body's healing process. This talk unravels the complexities of how our bodies respond to inflammation and distinguishes between its beneficial aspects and the harmful effects of chronic inflammation due to lifestyle factors. Learn practical approaches to enhance the body's natural ability to handle inflammation, transforming it into a powerful tool for health and recovery.

*Dr. Vincent Chen is an assistant professor of exercise science at Georgian Court University. He holds a Ph.D. in Health and Kinesiology from Texas A&M University. His research focuses on the physiological adaptation of exercise and nutritional interventions. In 2010, he received the Michael Pollack Award from the American College of Sports Medicine (ACSM) for his research on how dietary lipids improve health in the elderly with exercise training.*

1:30–2:00 PM



## **Mindful Munching: Food in Life vs. Food for Life with Sheila McNeil, MA**

The French have lower instances of heart disease compared to Americans despite the consumption of a similarly heart-unhealthy diet high in saturated fats, trans fats, and cholesterol. Based on this finding, this current research examines if one's relationship with food has a greater effect on health than the food itself. A six-week intervention was designed to measure the hypothesis that decreased food stress and improved food relationships would increase participants' perception of overall health.

*Sheila McNeil received her MA in Integrative Health from GCU in December 2023. A Certified Reiki Master, animal communicator, and CYT 200 with a focus on food as medicine, Sheila helps individuals connect with and achieve their best selves. When she's not serving others, she can be found out in nature gardening, hiking, fishing, or kayaking.*

2:00–2:30 pm



## **Revisiting Tai Chi for Knee Osteoarthritis with Mike Wortley, Ph.D., GCU Associate Professor of Exercise Science**

In 2010, the presenter completed his dissertation on the effectiveness of Tai Chi for managing knee osteoarthritis in seniors. The results were mixed, finding an improvement in mobility of the participants but no change in the symptoms. In this presentation, we'll review that study in light of the 14 years of research published since.

*Dr. Michael Wortley is an avid runner who likes to compete with himself and often loses. He has a Ph.D. in Exercise Science and teaches biomechanics and coaching as an assistant professor and Chair of the Department of Integrative Health & Exercise Science at Georgian Court University. He is passionate about teaching running as both a research topic and a practical endeavor.*

2:30–3:00 PM



## **Stress Management: An herbal approach with Joshua Burns, ND, DC, GCU Assistant Professor of Integrative Health**

A presentation on the science and strategy of an herbal approach to stress management. Dr. Burns will present his recent publication on common herbal approaches to stress management, discuss the current science, and cover basic strategies for how to use four common herbs for stress.

Dr. Joshua Burns is an assistant professor of integrative health at Georgian Court University and a U.S. Air Force veteran. He holds a Doctor of Chiropractic degree from the National University of Health Sciences in Florida and a Doctor of Naturopathic Medicine degree from the National University of Health Sciences in Illinois.

### 3:00–3:30 PM



#### **Hospice’s Evolution Through the Love of Robust Staff and Volunteer Support with Vellus Campbell**

In this talk, Vellus will explore how the end-of-life journey has evolved through the kindness and broadness of staff and volunteer support. She will discuss how common and alternative therapies such as end-of-life doula work, reiki, massage, pet therapy, and music therapy focus on making one’s end-of-life care more honorable for each person and their family.

*Vellus Campbell is the Volunteer Coordinator for Holisticare Hospice. She previously worked as an Activities Director at a long-term care facility, specializing in program development, and quality of life support for those in the nursing care setting. She also studied herbology and is the owner of Sweet Bayou Lou LLC, a business that focuses on providing plant-based health care products, along with classes. In her spare time, she enjoys being in nature, cooking, and all things arts and crafts related.*

### 3:30–4:00 PM



#### **Sound Bath Meditation with Deborah Kehoe**

The power of vibrational healing is like no other. Whether it be the healing of Mozart perfectly aligning with our brains, or a variety of tones from bowls to gongs connecting directly with our bodies at the cellular level, sound can heal. Join Deborah for a session that includes an array of instruments which will relax or refresh you, bringing whatever you need to your body, mind, and spirit.

*Deborah is an English, Special Education, and Social Emotional Learning teacher pursuing her Master’s in Integrative Health at GCU. She also holds teacher/facilitator certifications in Mindfulness, Sound Therapy/Healing, Remo Health Rhythms, Qoya, Qi Gong, and Yoga. She is a Reiki Master/Teacher and a Shamanic practitioner.*

## **ACTIVITY SESSIONS**

### Casino Front Lawn (or Casino Stage)

#### 11:00 – 11:30 AM



#### **Emerging Roots: Gentle Yoga for Springtime Grounding with Larissa Ranglin**

Join this 30-minute yoga class where we’ll focus on grounding poses that may be helpful in supporting mind and body connection. Through the use of slow movement and mindful breathing, we can deepen our awareness. You’ll learn physical postures focusing on balance and stability. This class is suitable for beginners.

*Larissa Ranglin is the founder of Evergroundz. Rooted in her own journey and intentional practice to be more present in her life, she developed the community Evergroundz. Based in Northern New Jersey, she cultivates a holistic approach to teaching, helping students balance body, mind, and spirit. She offers classes, workshops, and private sessions locally and virtually. Her mission is to help people reconnect with their inner power and live life from the place of a human “being” rather than a human “doing”. She finds joy in supporting individuals through yoga, meditation, and wellness practices to integrate their practice on and off the mat. Larissa is a Registered Yoga Teacher certified in vinyasa and yin styles. You can connect with Larissa at [www.evergroundz.com](http://www.evergroundz.com) or on IG @evergroundz*

# ACTIVITY SESSIONS

## Casino Front Lawn (or Casino Stage)

12:00 – 12:30 PM



### **Experience Shamanic Drumming with Jamey Stofko & Kaitlin Long**

In shamanic tradition, everyone has an animal spirit guide or power animal who accompanies them through life. Join us as we create the circle and journey to encounter our power animals. This experience is designed to give you a taste of what it is like to be part of a shamanic drum circle and begin a journey of self-discovery.

*The founding members of The Cranes Lair all studied under Shamaness, Dr. Kasmira McCann. We are now honoring her legacy by sharing her teaching with others who want to live a life of balance as our ancestors did. Participating in today's drum circle are Bethany Stofko, Francisco Rodriguez, Jamey Stofko, Kaitlin Long and Theresa Stocko.*

1:00 – 1:30 PM



### **Qigong with Darren Orr, D.M.Q., Doctor of Classical Chinese Medicine**

This brief demonstration of Qigong, an ancient Chinese healing art, science, and health care system, is the perfect opportunity for those who are curious to try the practice. Qigong is a great self-cultivating practice for anyone to promote healing, a sense of well-being, and stress reduction. The demo is open to everyone; you do not need previous qigong experience to join in. Come join us for a great time!

*Dr. Darren Orr is a doctor of classical Chinese medicine in medical qigong therapy. He is also a Daoist priest, nationally certified massage therapist, Reiki and Qigong master, meditation teacher, and sound healer. Dr. Orr is an A to Z practitioner specializing in life-altering illness, palliative care for the terminally ill, bereavement services for family, cancer, PTSD, fibromyalgia, addiction, mental/emotional imbalances, chronic pain and stress management, as well as preventative medicine.*

2:00 – 2:30 PM



### **Shinrin-yoku (Forest Bathing) with Sachiko Komagata, Ph.D., PT, NBC-HWC, ACSM-CEP, GCU Associate Professor of Integrative Health, Department of Integrative Health & Exercise Science**

Shinrin-yoku is a Japanese health practice that is translated as “forest bathing. It is a simple practice of being outdoors, taking time to stop, breathe, and appreciate the nature that surrounds us. It is one of the cost-effective health promoting practices. Please join this experience at our beautiful arboretum at Georgian Court University.

*Sachiko Komagata is a National Board-Certified Health & Wellness Coach, a Certified Clinical Exercise Physiologist (American College of Sports Medicine), a licensed physical therapist, and an associate professor of integrative health and the program director of Integrative Health, the Department of Integrative Health and Exercise Science at Georgian Court University.*

# SAVE THE DATE

## **Japanese Tea Experience**

**May 5th, 2024, 2-4pm at the Mansion & Japanese Tea Garden**

Join us for our semi-annual event introducing Japanese tea ceremony, culture, and tradition.

<https://www.eventbrite.com/e/japanese-tea-experience-public-tickets-861428675357?aff=oddtcreator>

## **Integrative Health Spring Conference**

**Tuesday, April 30, 2024, 4-7pm at Little Theatre**

Come join the graduating M.A. in Integrative Health students as they present their original research and projects. Since 2004, integrative health graduate students have been required to offer this open-to-the-public presentation session before graduation.

## **Integrative Health Summer Conference**

**Thursday, August 15th, 5-7 pm • FC202**

Come join the graduating M.A. in Integrative Health students as they present their original research and projects. Since 2004, integrative health graduate students have been required to offer this open-to-the-public presentation session before graduation.

## **Integrative Health Day Retreat**

**Saturday, October 19th, 9-3pm • The Mansion**

Visit [georgian.edu/event](http://georgian.edu/event) to learn more.

## **Stroll for Connection**

**Monthly on Friday, 10am-12:30pm**

Join us for our monthly intergenerational activities at Casino Ballroom and outdoors. Visit [Georgian.edu/event/stroll-for-connection/](http://Georgian.edu/event/stroll-for-connection/) to learn more.

# GCU HEALTH ACADEMIC PROGRAMS

## **GCU INTEGRATIVE HEALTH PROGRAMS**

These programs focus on the study of principles and techniques that ensure mastery of content and competence in mind-body-spirit integration, quality of life, and complementary (traditional) health care. Coursework is based on a scientific foundation and a philosophical paradigm that includes both Eastern and Western approaches to health. The programs provide the framework for students to develop a personal philosophy based on holistic principles related to physical, social, mental, spiritual, and emotional well-being. Opportunities are provided to explore choices within integrative health that affect human connectedness and encourage respect and cooperation with others and with the environment.

### **Offerings:**

- ▶ M.A. in Integrative Health (in-person and 100% online)
- ▶ Graduate GCU Certificate in Integrative Health
- ▶ Undergraduate Minor in Integrative Health
- ▶ Undergraduate Certificate in Integrative Health

## **GCU EXERCISE SCIENCE PROGRAM**

The B.S. in Exercise Science, Wellness, and Sports from Georgian Court University gives you the foundation needed to evaluate health behaviors and risk factors, motivate others to develop healthy lifestyles, and develop wellness programs. GCU's program offers concentrations in pre-physical therapy, pre-occupational therapy, pre-physician assistant, and coaching that can prepare you for graduate school in a variety of health-related fields. Related minors in sports management, integrative health, business administration, psychology, or one of the natural sciences let you customize the program to meet your career aspirations.

## **GCU HEALTH SCIENCES PROGRAM**

The B.S. in Health Science at Georgian Court University

Careers in the health sciences are among the fastest-growing professions nationwide. A B.S. in Health Sciences from Georgian Court University makes you marketable to employers and prepares you for challenging coursework after college. Graduates will be ready to achieve in medical imaging, clinical laboratory science, genetic counseling, physical therapy, occupational therapy, and much more. It is also a great option if you are pre-med, pre-dental, pre-podiatry, or pre-physician assistant.

GCU partners with Hackensack Meridian Health for internships and other experiences where you will learn from working professionals. Practical work in the field, combined with what you learn on campus, prepare you for rigorous training—and career success—after you leave GCU.

## **GCU HEALTH PROFESSION STUDIES PROGRAM**

The B.S. in Health Science at Georgian Court University

Careers in the health sciences are among the fastest-growing professions nationwide. A B.S. in Health Sciences from Georgian Court University makes you marketable to employers and prepares you for challenging coursework after college. Graduates will be ready to achieve in medical imaging, clinical laboratory science, genetic counseling, physical therapy, occupational therapy, and much more. It is also a great option if you are pre-med, pre-dental, pre-podiatry, or pre-physician assistant.

GCU partners with Hackensack Meridian Health for internships and other experiences where you will learn from working professionals. Practical work in the field, combined with what you learn on campus, prepare you for rigorous training—and career success—after you leave GCU.

If you are interested in these programs, please contact:

### **Mike Wortley, PhD, CSCS**

*Associate Professor in Exercise Science/Chair of the Department of Integrative Health & Exercise Science*  
732-987-2475

### **Sachiko Komagata, Ph.D., PT, NBC-HWC, ACSM-CEP**

*Program Director of Integrative Health/Associate Professor/Director of Advising, Department of Integrative Health & Exercise Science*  
732-987-2663



# ACKNOWLEDGMENTS

Thank you for sharing your passion, time, and effort through this Wellness Expo! We would like to acknowledge the following individuals and organizations that have been critical parts of GCU's 13th Annual Wellness Expo experience:

All the visitors

All the volunteers for their generous time and support, including GCU students, faculty, staff, and Howell High School National Honor Society members

All the students completing their service learning through this event

All the exhibitors, especially those who offered raffle gifts and free services

All the presenters for their passion and expertise

Gabriella Avendano (BFA in Graphic Design & Multimedia) for developing the program cover art and additional promotional images

Gabriella's instructor, Dr. Jinsook Kim, associate professor and chair of the Department of Graphic Design and Digital Media, who fostered and guided very talented graphic design students these years

Alison Lagerquist and Amanda McCarthy, of the GCU Office of Conferences and Special Events

GCU Security, Housekeeping, Office of Information Technology, and Facilities

GCU Court Cafe for food vending for this event

Ethan Andersen and his team at Princeton Strategic Communications for this program production and event promotion

Jennifer Cacciarelli, Jackie Anderson, Danielle Bilder, and Katherine Clemente for the event promotion and planning

Rich Berardi for his timely support of webpage development

Maria Colon, Maureen Kotusky, and Ashley Ragsdale, GCU Office of Graduate and Continuing Studies Admissions

Dept. of IH and ES colleagues, Drs. Joshua Burns, Vincent Chen, and Mike Wortley for sharing their expertise and passion for promoting health and wellbeing

Tracey Saliski '10, '12, a dedicated creator of the first Wellness Expo at GCU

Trader Joe's, Undercover, and Broth Masters for their generous support of this event:





## **GCU INTEGRATIVE HEALTH PROGRAMS**

- ▶ M.A. in Integrative Health (in-person and 100% online)
- ▶ Graduate GCU Certificate in Integrative Health
- ▶ Undergraduate minor in integrative health
- ▶ Undergraduate certificate in integrative health

## **GCU EXERCISE SCIENCE PROGRAM**

- ▶ B.S. in Exercise Science, Wellness, and Sports
- ▶ Health and Physical Education Concentration with
- ▶ Teacher Certification program
- ▶ Pre-Physical Therapy track
- ▶ Pre-D.P.T. U of Sciences track
- ▶ Pre-Occupational Therapy track
- ▶ Pre-Physician Assistant track
- ▶ Undergraduate minor/concentration/certificate in coaching
- ▶ Undergraduate minor in exercise science, wellness, and sports

## **GCU HEALTH SCIENCES PROGRAM**

- ▶ B.S. in Health Sciences

## **GCU HEALTH PROFESSION STUDIES PROGRAM**

- ▶ B.A. in Health Profession Studies



Call for **FREE 15-Min**  
Phone Assessment  
**609-665-6691**

## **Homeopathy Wellness Care**

### **Hijama & Sports Cupping Therapy**

### **Holistic Pet Care**

**Margo (Nina) Sabra**

Classical Homeopath

Hijama Cupping Therapist

Holistic Pet Care Specialist

[wellnessfrominsideout.com](http://wellnessfrominsideout.com)



**y6 YOGASIX**



**margFINANCIAL**  
*building secure futures*

**John Surguy, CPEA®**

*Financial Advisor*

732-922-6300 ext 125 • Fax 732-922-3353

Cell 908-591-4007

[john.surguy@margfinancial.com](mailto:john.surguy@margfinancial.com)

**BROTH  
MASTERS™**

**NEXT STEP STRATEGIES, LLC**  
**A Holistic Approach to Health & Vitality**



**609-752-1048**

**Siobhan Hutchinson, MA**  
*Holistic Health Practitioner*

*T'ai Chi, Qigong, & Reiki Master Teacher*  
*Energy Medicine*

[www.NextStepStrategiesLLC.com](http://www.NextStepStrategiesLLC.com)



# EXHIBITOR LIST

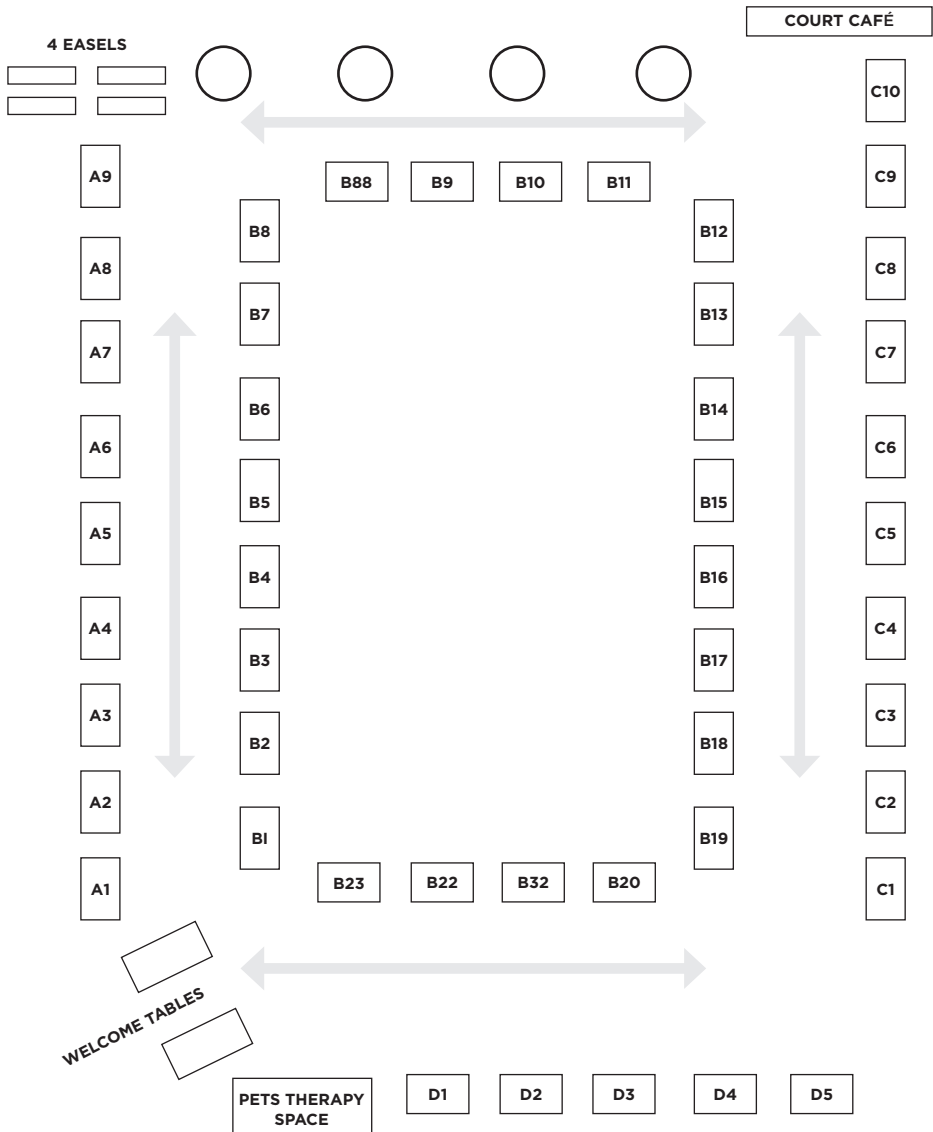
| BUSINESS NAME                                       | TABLE                  |
|---|------------------------|
| Evergroundz .....                                   | A1                     |
| The Spoon & Bowl .....                              | A2                     |
| AHNA Central Chapter of NJ .....                    | A3                     |
| Vibrations for the Soul .....                       | A4                     |
| Soul Shine Homebirth Midwifery .....                | A5                     |
| Center for Vein Restoration .....                   | A6                     |
| In Touch Therapies .....                            | A7                     |
| Modern Esthetics .....                              | A8                     |
| Charmed Celebrations Jewelry .....                  | A9                     |
| GCU Graduate Admissions .....                       | B1                     |
| The Crane's Lair .....                              | B2                     |
| Follett - GCU Bookstore .....                       | B3                     |
| Angel and Owl Tarot & Reiki .....                   | B4                     |
| Earth Love, LLC .....                               | B5                     |
| Flowing Qigong with Melinda .....                   | B6                     |
| Yoga Six .....                                      | B7                     |
| Better Homes and Gardens Real Estate Maturo .....   | B8                     |
| Canary's Closet .....                               | B88                    |
| South Jersey Beekeeper's Association .....          | B9                     |
| Rutgers Master Gardeners .....                      | B10                    |
| Wonderful World of Crystals .....                   | B11                    |
| The Center for Conscious Care .....                 | B12                    |
| Let's Talk About It .....                           | B13                    |
| Koehler Acupuncture .....                           | B14                    |
| SVASTHA .....                                       | B15                    |
| Moore Healing & Empowerment, LLC .....              | B16                    |
| NJ Dept. of Labor Temporary Disability/Family ..... | B17                    |
| Marg Financial .....                                | B18                    |
| Live Whole Massage & Holistics, LLC .....           | B19                    |
| Stone Flo .....                                     | B20                    |
| Student Veterans of America at GCU .....            | B21                    |
| HIO Homeopathy .....                                | B22                    |
| Wholeistic Wellness .....                           | B23                    |
| KJCIimages & PHOTOGRAPHY .....                      | C1                     |
| Ocean County Artists' Guild .....                   | C2                     |
| Walk in Peace Today .....                           | C3                     |
| Alcoeur Gardens .....                               | C4                     |
| Healing Sounds Experience .....                     | C5                     |
| New York Life Insurance Company .....               | C6                     |
| L'ape Luxe, LLC .....                               | C7                     |
| RIVIA Medical PLLC .....                            | C8                     |
| OM Shanti Crafts .....                              | C9                     |
| Aura Photo US .....                                 | C10                    |
| Exercise Science at GCU .....                       | D1                     |
| GCU Social Work Club .....                          | D2                     |
| Health Education & Advocacy at GCU .....            | D3                     |
| County Connection Ocean County .....                | D4                     |
| A Year and a Day Mystical Shoppe .....              | D5                     |
| Pet Therapy .....                                   | At Entrance Area       |
| Court Café .....                                    | Near Stage Art Display |

# EXHIBITOR MAP

RAFFLE ITEMS DISPLAY ON STAGE

## RAFFLE DRAWINGS AT NOON & 3 PM

All donated gift items are displayed on the stage or on a round table. Please deposit your ticket with your name and phone number in a bag in front of each raffle item. If the winner representative is not present physically to claim the raffle item, we will re-draw.



**GEORGIAN COURT UNIVERSITY**  
THE MERCY UNIVERSITY OF NEW JERSEY

900 Lakewood Ave., Lakewood, NJ 08701

**georgian.edu • 732-987-2700**

admissions@georgian.edu

Georgian Court University does not discriminate in its recruitment and admission of students, regardless of gender, race, creed, color, religion, age, national and ethnic origin, sexual orientation, disability, or veteran status.