

### **Non-Discrimination Policy**

At the meeting of the Board of Directors of the Connecticut River Watershed Council, Inc., held on December 5, 2008, the Board approved the organization's revised policy of non-discrimination as follows:

It shall be the policy of the Connecticut River Watershed Council, Inc., to provide equal membership/employment/service opportunities to all eligible persons and to administer personnel policies and practices in accordance with all applicable laws. We do not discriminate on the basis of race, ancestry, creed, religion, color, personal appearance, national origin, citizenship, age, sex, sexual orientation, marital status, parental status, family responsibilities, the presence of any sensory, physical or mental disability, mental retardation, learning disability, matriculation, membership in any labor organization, lawful source of income, political affiliation, or political ideology. [By-Laws Article XIII Section 2]

I certify that the practices of this organization conform to the policy of non-discrimination stated above.

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Signature of Chair, Board of Directors

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Date

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Printed Name