



## Non-Discrimination Policy

The GrassWorks Board of Directors, Staff and Members believe that equal opportunity is important for the continuing success of our organization and that organizational performance is greatly enhanced when people with different backgrounds and perspectives are engaged in our organization's activities and decision-making. We strive to comply fully with all state, federal, county and municipal laws as interpreted and applied by the Courts which preclude negative discrimination because of race, disability, color, creed, religion, gender, age, sexual orientation, national origin, ancestry, citizenship, military status, or any other protected classification. We define "negative discrimination" to include, though not necessarily limited to, the denial of services, employment or volunteer opportunities to any class of individuals in a manner that negatively restricts opportunities to that class of individuals. This policy applies to all activities of GrassWorks including, but not limited to, employment, selection of volunteers, grant making, purchasing and selection of vendors or consultants.