



### ***NONDISCRIMINATORY POLICY***

Animal Friends Alliance is committed to the fair, respectful, and humane treatment of all volunteers, staff, and clients. Discrimination or harassment based upon an individual's race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity, gender expression or on any other legally protected characteristics will not be tolerated. Animal Friends Alliance shall make its services, facilities, and programs available to all persons regardless of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity, or gender expression. All staff and volunteers are expected and required to abide by this policy.