



Anti-Discrimination Policy

Policy:

It is the policy of Anthro Northwest to ensure equal treatment, employment and opportunity without discrimination or harassment on the basis of any characteristic protected by law or otherwise determined by the board. These characteristics include:

Federally Protected Classes:

- Race
- Color
- Religion
- National origin
- Age (40 and over)
- Sex
- Pregnancy
- Citizenship
- Familial status
- Disability status
- Veteran status
- Genetic information

State Protected Classes:

- Gender Identity
- Gender Expression
- Use of a Trained Guide Dog or Service Animal
- Creed
- National Origin

Violations of this policy should be immediately reported to the board using the contact email found on the Anthro Northwest website about page. Violations of this policy are grounds for immediate expulsion, loss of membership privileges and possible state, local or federal penalties.