NONDISCRIMINATION POLICY

Trees, Water & People (TWP) follows the spirit and intent of all federal, state and local employment law and is committed to equal opportunity for all organization participants including employees, applicants, volunteers, Board members and beneficiaries. To that end, the Board of Directors and Managing Director of TWP will not discriminate against any organization participant in a manner that violates the law. TWP is committed to providing equal opportunity for organization participants without regard to race, color, religion, national origin, sex, age, marital status, military status, sexual orientation, gender expression, physical or mental disability, political affiliation, personal appearance, family responsibilities, matriculation or any other characteristic protected under federal, state or local law. Each person is evaluated on the basis of personal skill and merit. TWP’s nondiscrimination policy applies to all aspects of organization participation, including governance, recruitment, hiring, job assignments, promotions, working conditions, scheduling, benefits, wage and salary administration, disciplinary action, termination, and social, educational and recreational programs. The Managing Director shall act as the responsible agent in the full implementation of the nondiscrimination policy.

TWP will not tolerate any form of unlawful discrimination. All organization participants are expected to cooperate fully in implementing this policy. In particular, any employee, volunteer, Board member or beneficiary who believes that another person associated with TWP may have violated the Nondiscrimination Policy should report the possible violation to the Managing Director.

If TWP determines that a violation of this policy has occurred, it will take appropriate disciplinary action against the offending party, which can include counseling, warnings, suspensions, and termination. Participants who report, in good faith, violations of this policy and those who cooperate with investigations into alleged violations of this policy will not be subject to retaliation. Upon completion of the investigation, TWP will inform the participant who made the complaint of the results of the investigation.

TWP is also committed to complying fully with applicable disability discrimination laws, and ensuring that equal opportunity exists at TWP for qualified persons with disabilities. All organization practices and activities are conducted on a nondiscriminatory basis. Reasonable accommodations will be available to all qualified disabled employees, volunteers or board members, upon request, as long as the potential accommodation does not create an undue hardship on TWP. Participants who believe that they may require an accommodation should discuss these needs with the Managing Director.

August 2, 2006