

ST. MARY'S RIVER WATERSHED ASSOCIATION INC.

ANTI-DISCRIMINATION POLICY

The St. Mary's River Watershed Association is committed to equal opportunity for all persons without regard to sex, age, race, color, religion, creed, national origin, marital status, disability or sexual orientation. It is the policy of the St. Mary's River Watershed Association to comply with all federal, state and local laws and regulations regarding equal opportunity. In keeping with that policy, the St. Mary's River Watershed Association is committed to maintaining a work and volunteer environment that is free of unlawful discrimination and harassment. Accordingly, the St. Mary's River Watershed Association will not tolerate unlawful discrimination against or harassment of any of our employees, volunteers, or others present at our facilities, events, and meetings by anyone, including any supervisor, co-worker, vendor, client, or constituent of the St. Mary's River Watershed Association.

ADOPTED DECEMBER 4, 2010

BY A UNANIMOUS VOTE OF THE BOARD OF DIRECTORS