

NONDISCRIMINATION POLICY

The following resolution was duly adopted by the Board of Directors of the Watershed Alliance of York, Inc. (hereinafter called “WAY”) at a regularly scheduled meeting held on January 12, 2020, a quorum being present.

WAY is committed to being an innovative leader encouraging locally led watershed planning, restoration, and protection initiatives, in the watersheds of York County, Susquehanna River, and Chesapeake Bay region, in the 21st century, through cooperation, public-private partnerships and strategic alliances, and in harmony with the community, economic and natural resources.

WAY does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring, and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

WAY is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.