



October <sup>23</sup>~~26~~, 2024

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At the meeting of the Board of Directors of Manada Conservancy held on this date of Oct 23, 2024, the Board approved the organization's revised policy of non-discrimination as follows:

It shall be the policy of Manada Conservancy to provide equal membership/employment/service opportunities to all eligible persons and to administer personnel policies and practices in accordance with all applicable laws. We do not discriminate on the basis of race, ancestry, creed, religion, color, personal appearance, national origin, citizenship, age, sex, sexual orientation, marital status, parental status, family responsibilities, and the presence of any sensory, physical or mental disability, mental retardation, learning disability, matriculation, membership in any labor organization, lawful source of income, political affiliation, or political ideology.

I certify that the practices of this organization conform to the policy of non-discrimination stated above.

Tom Abendroth

Tom Abendroth  
President  
Board of Directors

10-23-2024

date