

Blue Ridge Environmental Defense League

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NONDISCRIMINATION POLICY

The Blue Ridge Environmental Defense League is a 501(c)(3) nonprofit organization, an association of citizens, groups and individuals working together to preserve our natural heritage, to protect public health, and to safeguard environmental quality. In harmony with this mission and in accord with federal laws and regulations, the Blue Ridge Environmental Defense League is committed to providing a daily environment that is free from discrimination in employment and volunteer opportunity because of race, color, religion, creed, national origin, ancestry, disability, gender, sexual orientation, or age.

To further these goals, the Executive Director of the Blue Ridge Environmental Defense League declares that the League shall:

- Strictly follow personnel procedures that will ensure equal opportunity for all people without regard to race, color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status or disability;
- Make reasonable accommodations wherever necessary for all employees or volunteers with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the task and provided that any accommodations made do not require significant difficulty or expense;
- Achieve understanding and acceptance of Blue Ridge Environmental Defense League's policy on equal employment opportunity by all employees and by the communities in which the League operates;
- Ensure that personnel at all times conform to this policy and to federal, state and local statutes regarding nondiscrimination and fair employment practices;
- Be continually alert to identify and correct any practices by individuals that are at variance with the intent of nondiscrimination and equal opportunity;
- Post legally required notices to ensure employee and volunteer awareness of nondiscrimination and equal opportunity policies; and
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted.

Finally, no person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any program or activity on the basis of race, color, sex, religion, creed, political belief, age, national origin, linguistic and language differences, sexual orientation, socio-economic status, height, weight, marital status, or disability. Any such discriminatory practice or conduct shall constitute just cause for complaint and remedy. The Executive Director is the coordinator of the Blue Ridge Environmental Defense League's nondiscrimination and employment policies, and is the person to whom any such complaints shall rightfully be directed.

Esse quam videre

