

Groundswell Conservancy Policy

Name: Equal Opportunity

Approval: Approved by Executive Committee December 12, 2013

It is the policy of Groundswell 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. Groundswell Conservancy does 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, the presence of any sensory, physical or mental disability, intellectual disability, learning disability, matriculation, membership in any labor organization, lawful source of income, political affiliation, or political ideology.

Groundswell Conservancy is accredited by the Land Trust Accreditation Commission. Policies may be updated to reflect changing accreditation standards and practices, as well as changing local organizational needs.