



Friends of Youth and Nature Anti-Discrimination Statement

Adopted January 2, 2020; Amended August 8, 2021

Let it be known that FOYAN encourages diversity, equity, and inclusivity in all FOYAN services, and through our partner organizations, as stated and adopted in our by-laws on September 18, 2018:

The purpose of this corporation is to ensure that access to nature and public lands remains available to everyone regardless of race, ethnicity, religion, economic status, or any other real or perceived impediment.

In addition, FOYAN 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.

FOYAN is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination 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, religion, creed, disability, veteran's status, sexual orientation, gender identity, or gender expression.

Friends of Youth and Nature Board of Directors,

Anita Evans, Lisa Hollembeak, David Padilla
Anne Janik, Abram Herman, Carrie Krickbaum,
Kirstin Copeland, and Dawn Cooper