

Conococheague Audubon Society

Anti-discrimination/Anti-harassment Policy

Conococheague Audubon Society (CAS) is committed to providing a welcoming environment and positive experience for all members and participants. Working together, we promote conservation of wildlife and the natural environment with a focus on birds. These goals are best achieved in an atmosphere of inclusion and respect; therefore, CAS does not tolerate discrimination or harassment in any form. We respect the individuality of each member of our organization and participants in our activities, and we are committed to maintaining an environment free of any kind of discrimination or harassment, including that based on race, color, religion, sex, age, sexual orientation, gender identity, disability, national or ethnic origin, politics, or veteran status. Incidents of harassment or discrimination can be reported in writing to any CAS officer or board member. The board will determine the best approach to resolve such situations while also respecting the privacy of all involved.

Adopted by Executive Committee and Board of Directors on September 25, 2023