



# SEAL CONSERVANCY

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www.sealconservancy.org

JANE RELDAN, MD  
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## Non-Discrimination Policy

**Adopted by the Board of Directors on 27 AUGUST 2015**

The Seal Conservancy 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, volunteers, subcontractors, donors, vendors, and clients.

The Seal Conservancy is an equal opportunity employer. As such, the Seal Conservancy does not and shall not discriminate against any employee or job applicant – and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment – 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.

Jane Reldan, MD

President, Seal Conservancy  
August 27, 2015