

**WESTERN GREAT LAKES BIRD AND BAT OBSERVATORY
STATEMENT OF NONDISCRIMINATION**

It is our policy and practice to treat each applicant for employment, employee or any other individual who deals with the Observatory on a volunteer or professional basis with impartiality, dignity and respect and without regard for such individual's ancestry, ethnicity, religious affiliation, marital or military status or any other discriminatory practice or behavior proscribed by law.

Adopted by the Board of Directors in a unanimous vote on September 8, 2016