

1. Purpose. The purpose of this document is to provide Project Healing Waters Fly Fishing, Inc. (the Organization, PHWFF, we, us, our) policy on equal opportunity.
2. Cancellation. This document replaces EOP dated 9-23-2013.
3. Significant Changes. None.
4. Applicability. This Policy applies to our current and prospective Employees, Volunteers, others who hold themselves out to be working for, or in conjunction with, the Organization (our Representatives), and our Participants.
5. Policy
 - a. No person shall be subjected to discrimination under any program or activity of PHWFF on the grounds of race, color, religion, age, sexual preference, sex, national origin, marital status, physical or mental handicap or any other legally protected characteristic.
 - b. The Organization shall take meaningful steps to promote inclusiveness and diversity in its hiring, retention, promotion, board recruitment and selection of PHWFF Representatives and Participants.
6. Policy Compliance and Enforcement. Policy Compliance and Enforcement is addressed in the latest Code of Ethics Policy.



Date: 11-11-2020

Todd S. Desgrosseilliers
President & Chief Executive Officer
Project Healing Waters Fly Fishing, Inc.