



Washington State Recycling Association Anti-Discrimination Policy

Adopted by the Board of Directors on December 19, 2016

Washington State Recycling Association is an equal opportunity employer and actively strives to create an environment that is welcoming and inclusive. We will not tolerate discrimination in any form against any stakeholder based on their identity. This policy applies to all of Washington State Recycling Associations employees, volunteers, members, and contractors.

“Discrimination” can mean, but is not limited to, harassment, intimidation, and unfair treatment in hiring and firing, promotion and opportunities for advancement, selection of volunteers and vendors, and delivery of services.

“Stakeholder” can mean, but is not limited to, employees, volunteers, clients, participants, and vendors.

“Identity” can mean, but is not limited to, age, race, ethnicity, national origin, gender, sexual orientation, religion, creed, disability, marital status, status as parent or caretaker, or veteran or military status.