

**Renewable Northwest Project  
Non-Discrimination Policy**

It is the policy of RNP to provide and encourage equal employment opportunities without regard to race, color, religion, national origin, age, sex, gender identity, sexual orientation, marital or familial status, physical status, physical or mental disability, or legal source of income.

This policy includes all phases of employment, placement, upgrading, demotion or transfer, layoff, recall and termination, rates of pay or other forms of compensation, selection for training, use of all facilities and participation in all RNP activities.

Approved by the RNP Board 9/17/03.