

**Okaloosa Arts Alliance
Non-Discrimination Policy**

The Okaloosa Arts Alliance (OAA) 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, clients, volunteers, subcontractors, vendors, OAA members, and beneficiaries.

The Okaloosa Arts Alliance (OAA) is committed to a policy of equal opportunity in all aspects of employee relations, including employment, salary administration, employee development, promotion, and transfer.

Our 501c3, non-profit organization is **not permitted to assume lobbying functions** for political or religious positions at home or abroad.

The Okaloosa Arts Alliance (OAA) requires businesses/individuals/organizations desiring to be an OAA member or partner to agree they will not discriminate in programs, services, staffing and / or volunteer areas on the basis of race, color, gender, disability, sexual orientation, age, national origin or religion.