

# Nondiscrimination Policy

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The Potomac Valley Audubon Society (PVAS) does not exclude, deny benefits to, or otherwise discriminate against any service recipient, applicant, Program Staff, or the public on the basis of race, color, national origin, disability, age, sex, political affiliation, or religion. Further, PVAS acknowledges that it is unlawful to retaliate against any person who, or organization that, files a complaint about such discrimination.

The Potomac Valley Audubon Society takes seriously its responsibility to conduct its affairs without discrimination. To that end, PVAS has appointed its Executive Director as the contact person for inquiries and other actions regarding its practices. The contact information is as follows:

Executive Director  
Potomac Valley Audubon Society  
PO Box 578  
Shepherdstown, WV 25443  
Email: [pvasmail@aol.com](mailto:pvasmail@aol.com)