

**Castaway Critters, The James A. Hueholt Memorial Foundation for Animals**  
**Non-Discrimination Policies**

Volunteering Castaway Critters (CC) is an Equal Employment Opportunity Volunteer Organization. It is the policy of CC not to discriminate against any volunteer on the basis of sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation. Accordingly, all promoting for volunteers is made without regard to sex, gender or gender identity and expression; race; color; national origin; religion; creed; age; physical or mental ability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation. CC makes every effort to ensure that all volunteer actions, will be administered without regard to sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation. In addition to volunteers, this policy also applies to all adopters, donors, and vendors of CC.