CRPA Statement of Non-Discrimination and Service to Our Community

The Cowpasture River Preservation Association, (CRPA) 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, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of programs and services.

CRPA is committed to a policy of equal employment opportunity. Any employee, contractor, board member, volunteer or client who believes that s/he or any other affiliate of CRPA has been discriminated against is strongly encouraged to report this concern promptly to CRPA at director@cowpastureriver.org.

Harassment or intimidation of a client, staff person or guest because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation include abusive, foul, or threatening language or behavior.

CRPA is committed to maintaining a workplace and offering programs that are free of harassment and will not tolerate discrimination against staff members, volunteers, or agency clients. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to director@cowpastureriver.org. If substantiated, prompt action will be taken at the sole discretion of the Board of Directors.

This policy shall be made available on CRPA's primary public website and shall be available upon request from any CRPA member.

Approved by the CRPA Board on September 13, 2026.