Appendix B to Bylaws of Archery Academy of Texas

Non-Discriminatory Policy and Procedures

**Article I**

**Purpose**

This policy states Archery Academy of Texas’s (Organization) position on discrimination. This policy applies to all Archery Academy of Texas employees, volunteers, members, clients, and contractors.

**Article II**

**Definitions**

**Non Discriminatory Policy Statement**

The Archery Academy of Texas is committed to the principle of equal opportunity in education. The Academy does not discriminate nor shall it exclude from providing services against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, or national or ethnic origin or any other characteristic protected by law in the administration of its educational policies, admissions policies, employment policies and scholarships and other Organization administered programs and activities.

**Article VII**

**Periodic Reviews**

To ensure the Organization operates in a manner consistent with non-discriminatory policies and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted annually.

**CERTIFICATION**

I hereby certify that these bylaws were adopted by the Board of Directors of the Archery Academy of Texas on \_\_\_\_\_\_\_\_\_\_.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

President or Secretary