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## CFO Nondiscrimination Statement

### Equity for All

Colorado Field Ornithologists does not and shall not discriminate on the basis of race, ethnicity, color, religion, gender, gender expression, age, national origin (ancestry), ability status, citizenship, marital status, sexuality, or military status in any of its activities or operations including but not limited to the CFO website, journal, Facebook group, COBirds, annual convention, field trips, and the CFO Board of Directors.

As an organization, we are dedicated to practicing inclusion, making our programs as widely accessible as possible to any and all in Colorado, and adopting organizational practices that actively promote inclusion and equity.