Notice of Non-Discrimination

The ODC does not discriminate on the basis of race, color, religion, sex, gender identity, national origin, sexual orientation, ethnicity, mental health, religion, HIV positivity, age, height, weight, marital status, disability, political beliefs or limited English proficiency in any of its programs or activities.

The following person has been designated to respond to inquiries regarding the non-discrimination policy:

Travis Williams, Equal Opportunity and Compliance Coordinator

4214 56th St

Holland, MI 49423

616-393-9453

travis@outdoordiscovery.org

For further information, you can contact the local Office of Civil Rights at:

Office for Civil Rights (Cleveland Office), U.S. Department of Education

1350 Euclid Avenue, Suite 325

Cleveland, OH 44115-1812

216-522-4970

Reporting

Reports of discrimination, harassment and/or retaliation may be made using any of the following options. There is no time limitation on the filing of allegations. However, if the responding party is no longer subject to ODC Network’s jurisdiction, the ability to investigate, respond and provide remedies may be more limited:

Report directly to the Equal Opportunity and Compliance Coordinator

Travis Williams

4214 56th St

Holland, MI 49423

616-393-9453

travis@outdoordiscovery.org

Report by contacting your supervisor by phone, email or in person.

All reports are acted upon promptly while every effort is made by the ODC Network to preserve the privacy of reports. Such reports may also be anonymous. Anonymous reports will be investigated to determine if remedies can be provided.