

**Helena Vigilante Runners
Non-Discrimination
Policy & Procedures
(Adopted 5/26/2011)**

**Article I
Policy**

It is the official policy of Helena Vigilante Runners, Inc. (HVR) to not discriminate in regard to race, color, religion, national origin, disability, age, marital status, sex, or sexual orientation for the purpose of service, employment, membership, or leadership.

**Article II
Procedures**

In its board recruitment and appointment process, HVR endeavors to create a welcoming atmosphere that does not exclude under-represented persons, and that produces a board that adequately reflects the overall community of runners in Helena. Specifically, the Bylaws instruct the board to "attempt to preserve a balance of perspectives of the various sub-groups of the Helena running community."

HVR currently has no employees. The organization will develop more specific non-discrimination procedures before hiring its first employee.