



Our strengths. Your gains.

**POLICIES AND PROCEDURES**

**605**

**Topic:** PMA Non-Discrimination Policy

**Adopted by the Board of Directors:** June 25, 2020

The Polyurethane Manufacturers Association 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 selection of volunteers for board, committee and task force positions, selection of vendors/suppliers of any services to the PMA, provision of services, and recruiting/selection of potential members.

The Polyurethane Manufacturers Association is an equal opportunity association. As an association, we will not discriminate and will take affirmative action measures to ensure against discrimination in recruitment, promotion, remuneration, and evaluation of staff, members and vendors/suppliers on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.