

**Tainter/Menomine Lake Improvement Association (TMLIA)
Equal Opportunity Policy**

The TMLIA complies with all applicable state and federal statutes and regulations relating to non-discrimination in employment, participation and service delivery. All employment transactions and all aspects of service participation and delivery will be conducted without regard to race, color, national origin, ancestry, religion, age, sex, disability, marital status, sexual orientation or veteran's status. This policy applies to all otherwise qualified applicants, employees, members or program participants.

The Association President will serve as the Equal Opportunity Coordinator and will assure complete compliance with this policy.