



Businesses wishing to list their organization on the Northwest LGBT Senior Care Providers Network website are required to sign the following statement.

**NON-DISCRIMINATION POLICY:**

I certify \_\_\_\_\_ does not discriminate in regard to race, color, gender, gender identity, gender expression, marital status, sexual orientation, political ideology, age, creed, religion, heritage, ancestry, national origin, or sensory, mental or physical ability.

"Sexual orientation means heterosexuality, homosexuality, bisexuality, and gender expression or identity. Gender expression or identity means having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the sex assigned to that person at birth." RCW 49.60.040. (15)

Note: Organizations that provide housing services must include sexual orientation and gender expression/identity as part of their fair housing non-discrimination policy when publicizing information about their company, including languages other than English.

Note: Organizations may target services to a specific population when targeted groups require specialized programs to meet specific needs not shared by the general population. Additionally, an organization may provide targeted programs or services to redress current or past discrimination against a group.

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Member Agency Representative, Title, Date

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NW LGBT Senior Care Providers Network Representative