

**The Nature of Cities
The Nature of Cities-Europe**

Non-discrimination policy

Adopted by the Board of Directors on 1 June 2015

The Nature of Cities and The Nature of Cities-Europe does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity, 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 necessarily limited to, all employment matters, the conditions of employment, selection of volunteers and vendors, provision of services, and the selection of writers and speakers in our programs. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

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APPENDIX: We monitor our performance with respect to this policy on an on-going basis. For example, of TNOC's 25 paid (part time and full time) staff in 2022: 17 are women and 9 are people of color (while we recognize that "people of color" is an imperfect term).