Francis Small Heritage Trust, Inc.

P.O. Box 414, Limerick, Maine 04048 • (207) 221-0853 • www.FSHT.org

Francis Small Heritage Trust, Inc. — Equal Opportunity and Non-Discrimination Policy

Francis Small Heritage Trust, Inc. (FSHT) is committed to a policy of equal opportunity and non-discrimination in all aspects of its programs, services, volunteer opportunities, board governance, and community activities.

It is the policy of FSHT that no individual shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity operated by the Trust on the basis of race, color, national origin, age, disability, religion, sex, familial status, sexual orientation, or gender identity.

- **Public Access & Recreation:** All fee-free public preserves, trails, and educational outposts maintained by FSHT are open to the general public on an equal and welcoming basis.
- **Volunteer & Board Engagement:** Recruitment, appointment, and engagement of board members, committee participants, and community volunteers are conducted without regard to personal characteristics or background.
- **Partnerships & Education:** Educational programs delivered to local school districts and community members are designed to ensure fair, equitable access for all students regardless of socioeconomic status or learning needs.

Any questions or concerns regarding this non-discrimination policy should be directed to the President of the Board of Directors for prompt review and resolution.