

## Non-Discrimination in Professional Activities

As a professional society, the American Ornithological Society (AOS) is committed to providing an environment that encourages the free expression and exchange of scientific ideas, and ensures that all participants (members, volunteers and employees) are treated with respect and dignity. In pursuit of that environment, the AOS is committed to the philosophy of equality of opportunity and treatment for all individuals, regardless of gender, race, ethnic origin, religion, age, marital status, sexual orientation, disabilities, or any other protected status. The AOS prohibits discriminatory practices, including harassment, in all aspects of the AOS and it is the responsibility of the society's leadership and membership to ensure that a professional atmosphere is maintained at all times.