

**SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS  
(SPCA) OF CENTRAL FLORIDA, INC.**

**POLICY STATEMENT**

**NONDISCRIMINATION**

It shall be the policy of the SPCA of Central Florida to provide equal membership, employment, and service opportunities to all eligible persons without regard to race, religion, color, creed, ancestry, national origin, citizenship, age, sex, marital status, parental status, sexual orientation, membership to any labor organization, political ideology/affiliation, disability of an otherwise qualified individual, or any other legally protected basis, to the fullest extent provided by applicable federal, state, and local law.

**Approved by the Board of Directors: November 16, 1999**