



January 13, 2013

## Nondiscrimination Policy Statement

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Portland Youth Football and Cheering League, Inc. (PYFL) is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. PYFL believes that diversity among its many members (players, coaches, and Board of Directors) strengthens the league, stimulates creativity, promotes the exchange of ideas, and enriches the overall experience of participating in the sport of football or cheering.

PYFL views, evaluates, and treats all persons in any PYFL related activity or circumstance in which they may be involved, solely as individuals on the basis of their own personal abilities, qualifications, and other relevant characteristics.

PYFL prohibits discrimination against any member of the league (player, parent, coach, or official) on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran. PYFL will conduct its program and activities consistent with applicable federal, state and local laws, regulations and orders (specifically, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990). Additionally, PYFL promotes the full realization of equal participation on its Board of Directors for women, minorities, persons with disabilities and veterans, and will not discriminate on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, or sexual orientation.

Any question of interpretation regarding this Nondiscrimination Policy Statement shall be referred to the President of PYFL and its Board of Directors for final determination.