

## Nondiscrimination Policy

Alamosa Citizen and its publisher, Zepol Media Partners LLC, do not and shall not discriminate on the basis of race, color, religion (creed), gender, 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 limited to, the hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.

Alamosa Citizen and Zepol Media Partners LLC are equal opportunity employers. We shall not discriminate and will not discriminate in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.