INDIGO UNLIMITED

Nondiscrimination Policy

Adopted by the Board of Directors on November 24, 2026

Adopted in America/Los_Angeles on November 24, 2026. A written board resolution with signature lines for the President and Secretary is in the board records.

1. Policy

Indigo Unlimited does not discriminate on the basis of race, color, national origin, citizenship or immigration status, ancestry, religion, sex, gender identity or expression, sexual orientation, age, marital or family status, pregnancy, disability, veteran or military status, genetic information, or any other status protected by federal or Washington law.

This policy applies to employment (if any), board service, volunteer service, program participation, and access to Indigo's initiatives, including North Cascades Animal Refuge, WA Family Guide, NoWhereElse, the Methow Youth Enterprise Academy, and the Washington Grant Digest.

2. Programs that serve specific communities

Some programs are designed for particular audiences (for example, NoWhereElse is for teens 13 and older; Family Legal Cost Assistance is for eligible parents in specified Washington counties, subject to fund rules and available resources). Defining a program's intended beneficiaries is not a license to discriminate on a prohibited basis within that program.

3. Family Legal Cost Assistance

Eligibility and award amounts follow published program rules. The partner program is listings-only. Fund assistance, when used, pays only court-related costs that cannot be waived under Washington GR 34, paid directly to the provider, and is capped at $1,500 per family, or $5,000 when a guardian ad litem or parenting evaluation is needed. Assistance is limited by available funds and is discretionary. Listings and introductions are never tied to donations. Indigo Unlimited is not a law firm and does not provide legal advice.

4. Complaints

A person who believes they have been discriminated against in an Indigo program or in board, volunteer, or employment decisions may report the concern under the Whistleblower Policy, or write to info@indigounlimited.org or P.O. Box 1275, Twisp, WA 98856. The Board will review the concern promptly.

Adopted by the Board of Directors on November 24, 2026.

A written board resolution of the same date, with signature lines for Dominick Wernicke, President, and Tarah Wernicke, Secretary, is retained in the corporate records.