



Swimming With A Mission, Inc.

Non-Discrimination Policy

(9/23)

Swimming With A Mission, Inc. (SWAM) is committed to diversity, equity, and inclusion through its practices and programming, ensuring accessibility for all. SWAM embeds diversity, equity, and inclusion in its operations from Board of Directors and staff, to volunteers and guests, extending to outreaches, grants, and Veteran service organization support. SWAM supports pay equity, diversity in employment practices, and the provision of a safe environment.