

UWUA POWER FOR AMERICA TRAINING TRUST FUND  
NONDISCRIMINATION POLICY

WHEREAS, the UWUA Power for America Training Trust Fund (the "Fund") is a Taft-Hartley (29 U.S.C. §186(c)(6)), multi-employer, joint labor-management training trust fund regulated by the U.S. Department of Labor and subject to the Employee Retirement Income Security Act of 1974 ("ERISA") (29 U.S.C. §1001 *et seq.*); and

WHEREAS, the Fund is committed to a policy of equal opportunity and nondiscrimination in every aspect of its operations.

NOW THEREFORE, in order to help ensure the Fund's commitment to its policy of equal opportunity and nondiscrimination, the Fund Board of Trustees adopts this Nondiscrimination Policy to be effective February 27, 2020 as follows:

The Fund admits students/participants of any race, gender, sexual orientation, color, creed, national origin, and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students/participants of the Fund's programs and activities. The Fund does not discriminate on the basis of race, gender, sexual orientation, color, creed, national origin, and ethnic origin in the administration of its educational policies, scholarship and loan programs, and any other Fund-administered programs. The Fund adheres to all federal and state civil rights laws banning discrimination in educational institutions.

Agreed to this 8<sup>th</sup> day of April, 2020.

On behalf of the Board of Trustees of the UWUA Power for America Training Trust Fund:

Patrick Dillon 4-8-2020  
Patrick Dillon, Chair (signature) (date)

Lee Ellis 4-8-2020  
Lee Ellis, Secretary (signature) (date)