

THIS POLICY IS TO BE USED BY ALL BRANCHES OF THE ORDER IN
THE JURISDICTION OF MAINE

Non-Discrimination Policy

The Grand Lodge of Maine Independent Order of Odd Fellows (I.O.O.F.) will not discriminate against any individual on the basis of disability, age [other than that of minimum to join the Order] ethnicity, gender, race, sexual orientation, religion or other social identity. The GL I.O.O.F. will make reasonable modifications in policies, practices, or procedures when such modifications are necessary to afford its services and facilities to individuals with disabilities, unless the modifications would fundamentally alter the nature of its services. The GL I.O.O.F. will not exclude any individual based on disability, age, ethnicity, gender, race, sexual orientation, religion or other social identity from the full and equal enjoyment of its services and facilities, unless the individual poses a direct threat to the health or safety of others, or him/herself, that cannot be eliminated by a modification of policies, practices, or procedures or by the provision of auxiliary aids or services. The GL I.O.O.F. will not exclude any individual from the full and equal enjoyment of its services and facilities because of the individual's association with a person of disability, age, ethnicity, gender, race, sexual orientation, religion or other social identity.