



EAGLE'S NEST FOUNDATION

Experiential education for young people, promoting the natural world and the betterment of human character.

March 4, 2022

Dear Friends,

As I wrote to you in March of 2021, Eagle's Nest Foundation received federal loans from the SBA Payroll Protection Program. While we were in receipt of those loans from the federal government we were required to comply with certain non-discrimination obligations under federal law pertaining to Title IX. As we expected when we applied, those loans have been fully forgiven which in turn means those obligations to federal law have been lifted.

Eagle's Nest Foundation has always made it a priority to ensure our participants, employees, and community members are treated in a fair and nondiscriminatory manner. The changes that were required by the federal law obligations were primarily procedural and a formality to practices and policies that were already in place for our organization and that will continue to remain in place:

Eagle's Nest Foundation will not tolerate any form of harassment based on race, color, national origin, ethnic origin, hairstyle, religion, ancestry, gender, gender identity, gender expression, sex, sexual orientation, age, disabling condition, or military or veteran statuses or any characteristic protected by law.

You may read Eagle's Nest Foundation's full [Harassment and Bullying Policy here](#).

If you have questions please feel free to reach out to me at noni@enf.org.

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Noni Waite-Kucera
Executive Director

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