

The Avista Foundation Anti-Hate Policy

The Avista Foundation does not support hateful activities. The Avista Foundation will implement this policy through due diligence to ensure that hateful activities are identified and steps are taken to avoid any Avista Foundation support for them.

“Hateful activities” is defined to mean activities that incite or engage in violence, intimidation, harassment, threats, exploitation, or defamation targeting an individual or group based on their actual or perceived race, color, religion, national origin, ethnicity, immigration status, gender, gender identity, sexual orientation, age or disability. These activities are contrary to the Avista Foundation’s mission and its charitable purpose. The Avista Foundation relies on data crosschecked from various sources to determine if a nonprofit falls into one of these categories.

Decisions regarding grant distributions, and the investment of assets, are made at the sole discretion of the Avista Foundation in furtherance of its charitable mission.

The foregoing policy was adopted by the Board of Directors of the Avista Foundation by a consent executed on the 24th day of June 2020.



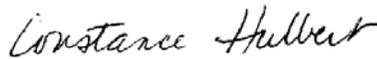
Steve Aubuchon, Board Member



Kevin Christie, Board Member



Latisha Hill, President



Connie Hulbert, Board Member



David Meyer, Board Member



Tracy Van Orden, Secretary/Treasurer



Dennis Vermillion, Vice President



Steve Vincent, Board Member