

## **ADMINISTRATION**

### **Non Discrimination**

The Trustees shall administer the benefits funded directly by the Trust in a nondiscriminatory manner, in accordance with the District's policy on non discrimination and affirmative action and the District's equity policy.

If the Trust self-insures any Trust benefits, contribution rate schedules shall be consistent and nondiscriminatory among beneficiaries. This provision is not intended to prohibit choice of coverage for beneficiaries, classes of beneficiaries, or bargaining groups from the options offered by the Trust, or to prohibit different contribution schedules between classes of beneficiaries or bargaining groups.

Cross Reference:     [Board Policy 5010](#)     Nondiscrimination and Affirmative Action

Legal Reference:     [WAC 200-110-050](#)     Nondiscrimination in contributions

Adopted: August 29, 2005  
Revised: January 24, 2011  
Revised: October 16, 2013