

## **Water Environment Federation Financial Hardship Membership Policy**

### **1. Purpose**

The Water Environment Federation (WEF) is committed to supporting water professionals throughout all stages of their careers. Recognizing that members may experience temporary financial challenges, WEF offers a Financial Hardship Membership waiver to ensure continued access to professional resources, networking, and development opportunities during periods of economic difficulty.

### **2. Eligibility**

Members may request a Financial Hardship Membership waiver if they are experiencing circumstances that significantly impact their ability to pay standard membership dues. Eligible situations may include:

- Involuntary unemployment
- Involuntarily reduced work hours or income
- Medical or family emergencies
- Natural disasters or displacement
- Other documented financial hardships

Applicants must be current or recently lapsed WEF members (within the past 12 months).

### **3. Duration of Assistance**

- Financial hardship status may be granted for up to 12 months at a time.
- Members may reapply for up to two renewals if hardship continues for a total of up to two consecutive years of assistance.
- After the hardship period ends, standard dues resume at the next renewal cycle.

### **4. Membership Benefits During Hardship**

Members approved for hardship status will retain all benefits of membership.

### **5. Dues Adjustment Options**

Approved applicants may receive one of the following, based on need:

- 6-month temporary dues waiver (for moderate hardship cases)
- 12-month temporary dues waiver (reserved for severe hardship cases)

WEF will determine the appropriate level of support based on the information provided.

### **6. Application Process**

Members seeking hardship consideration must:

1. Submit a brief written request outlining the nature of the hardship.
2. Provide documentation if requested (e.g., layoff notice, medical statement).
3. Affirm that the information provided is accurate and that the hardship is temporary.

Applications are reviewed confidentially by WEF Membership Services. Decisions are typically issued within 10 business days.

Financial Hardship Membership waivers may be requested by emailing Alexie Kindrick, P.E., Managing Director of Community Engagement at [akindrick@wef.org](mailto:akindrick@wef.org).

### **7. Confidentiality**

All hardship applications and related information are treated as confidential and will only be reviewed by authorized WEF staff. The application may be shared with the member association with the approval of the applicant.

### **8. Non-Discrimination**

WEF evaluates all hardship requests without regard to race, color, national origin, gender, age, disability, religion, sexual orientation, or any other protected characteristic.

### **9. Policy Review**

This policy may be reviewed periodically to ensure it continues to meet the needs of WEF members and aligns with organizational goals and financial sustainability.