



Chairman's Corner

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Enjoy this time of grateful harvesting, completion and beginning. "Plant smiles. Grow laughter. Harvest love." Anonymous

Greetings to Everyone,

The best news to report is we did have some good summer rains and it grew some feed. The cows are happy and getting fat.

The HNRCD did attend AACD's summer conference. They had a good turnout. I'd like to thank Frank Krentz and Deb Smith for the great job they did.

The District's workshops are still on hold. We will host them when we can. Hopefully, before the end of the year.

In closing, we were notified that Rachel Thomas passed away in July. She will always be remembered for one of the driving forces behind the District. Mike Hayhurst will be remembered at the Tombstone football game on October 22.

*Regards,
John*

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Working Together to Enhance Our Natural Resources

REMEMBERING RACHAEL THOMAS

FORMER DISTRICT SUPERVISOR

..."stay informed, get involved, unite, join and work with the organizations fighting for the rights of agricultural and all property owners." Rachael Carson, 2016



Rachael Thomas, former Hereford NRCD Supervisor passed away on July 2nd. Rachael was very active in District business for many years through 2018. The Hereford NRCD family and friends will forever be grateful for having Rachael a part of their lives and for all her work while serving on the Board.

Rachael was instrumental in the success of the Horseshoe Draw Flood and Erosion Control Water Quality Improvement and Water Re-charge Project beginning with procuring the original "study" grant from Arizona Land and Water Trust and the ADEQ grant for \$993,880.00 that got the project rolling.

Rachel was raised on the famous Diamond A Ranch at Engle, New Mexico. Her dad was wagon boss and Rachel was the extra hand at the camp when she was not in school. She loved the work. Rachel and her mother moved to Las Cruces where Rachel finished her senior year of high school and then went to work at the White Sands Missile Range. She worked for the Department of the Army for 30 years, transferring to Fort Huachuca in 1964 and retiring in 1988 as a chief in the management engineering and systems branch of the post engineer.



Rachel and her husband, Cliff raised, trained, and showed Quarter Horses and Appaloosas from 1968 through the late 80's. One of their outstanding and well known stallions was Peavy's Leo, an Appaloosa. His laurels include AZ high point in halter, heading and heeling, second in cutting; and grand champion senior stallion at the 1974 New Mexico State Fair. Rachel also has some rodeo titles to her credit. She won the Arizona Women's Rodeo Assoc. All-Around title in 1977 and qualified for the first Professional Women's Rodeo Association National Finals in Team Roping in 1978.



Horseshoe Draw ribbon cutting ceremony. Rachael pictured in center with scissors. Photo credited to HNRCD ARCHIVES

In 1994 she realized that actions by the radical environmentalists and government were impacting the people's ability for good resource management and private property rights and that very little information was being made available to the general public at that time. Notices of Endangered Species Act listings, agency meetings, among many other proposed actions were published in the Federal Register which most people do not read. Rachel felt that it is important to educate people of the many challenges facing local resource managers and users from policies put in place by all levels of

governments. Using her email system and published articles she helped put power in the hands of people all across the county by getting the word out about governmental and environmental activities affecting private property rights and natural resource management. She informed, instructed, and guided people to start acting on their own behalf, encouraging them that, yes, they can make a difference.

With fond memories and a smile, former HNRCD Board Clerk Kathy Morris recalls, "her email handle was badgerall@....and badger people she did! At least she got their attention!" As noted on her appreciation plaque, "...her tireless abilities have made the Hereford District one of top Districts in the State of Arizona..."



Hereford NRCD and Tombstone High School Honor Mike Hayhurst

Dedication October 22, 2021, 4:00 P.M.

A Coach Guides and Impowers

Join us on homecoming night in a dedication ceremony to honor Mike Hayhurst, former HNRCD Board Supervisor and Tombstone teacher and football coach, for his conservation and education accomplishments throughout his life. The ceremony is open to the public.



Arizona Department of Forestry and Fire Management

2021 Landscape Scale Restoration Program

Applications are due no later than

**11:59 pm on Friday, October 22, 2021 and must
be submitted to grants@dffm.az.gov**

Successful projects will prioritize funding and other resources toward one or more landscape/resource objectives identified below:

- ⇒ Reduce the risk of uncharacteristic wildfires;
- ⇒ Improve fish and wildlife habitats, including for threatened and endangered species;
- ⇒ Maintain and improve water quality and watershed function;
- ⇒ Mitigate **invasive species**, insect infestation, and disease;
- ⇒ Improve important forest ecosystems;
- ⇒ Measure ecological and economic benefits, including air and soil quality and productivity.

Grant Guidelines and the 2021 Application Form documents and additional information can be found at: <https://dffm.az.gov/grants/landscape-scale-restoration-grants>

What is an **invasive species**? When it finally rained this past summer you may have had a burst of new plant and insect life. Some of these species may be appreciated while others are put in the weed and pest category. People often define weeds as plants that are growing where they are not wanted. **See more on weeds on page 8 of this newsletter.** Pests are defined as vertebrate or invertebrate insect, bird, mammal, organism or a weed or plant pathogen that is in an undesirable location (Arizona Department of Agriculture),

Invasive species on the other hand, are defined as, "a species that is non-native to the ecosystem under consideration and whose introduction causes or is likely to cause economic or environmental harm or harm to human health" (National Invasive Species Management Plan). This is not a regulatory definition and some native species behave in an invasive manner and can have the same negative impacts as non-native species. When many people think about invasive species they tend to only talk about plant species. But, invasive species are not confined to just plants. Invasive insects, fish, reptiles, and amphibians can also be found in Arizona.

For HNCD producers and non-producers, this can mean degraded plant condition, nutrient, and pathogen loss, and managing native invasive shrubs. Best property management practices for grassland sustainability with an emphasis in brush management continues to be a primary focus within our District. Landscape scale restoration programs such as the Arizona DFFM Program is one of many available to private landowners.

Match Species to Picture Which Species are Native to Arizona? Which Species are Invasive?

Black Grama * Side Oats Grama * Bullfrog * Devil's Claw * Giant Mesquite Beetle
* Desert Broom * Buffalo-Bur * Tamarisk Beetle * Green Sun Fish

All photos are credited to Joanne M. Roberts unless otherwise noted



Answer Key: A. Green Sun Fish, non-native, invasive; B. Tamarisk Leaf Beetle, non-native, invasive; C. Devil's Claw, native; D. Side Oats Grama, native and Desert Broom, native, invasive; E. Bullfrog, non-native, invasive; F. Buffalo-Bur, native; G. Giant Mesquite Beetle, native; H. Green Black Grama, native.

Earth Fissures According to The Arizona Geological Survey

Monsoon storms in July and August 2021 dumped abundant rainfall across southern Arizona, The AZ Geological Survey reported:

- Reactivation and renewed collapse along existing earth fissures during and following heavy rains is a common process throughout Arizona,
- Precipitation during monsoon 2021 was especially heavy in Cochise County so new damage caused by erosion of existing fissures was not unexpected,
- Expect continued land subsidence in Cochise County due to groundwater withdrawal,
- The development of more earth fissures and flood-prone areas is likely, and,
- The potential for damage to infrastructure, loss of access to private property, and negative impacts on farmland is likely to increase as well.

Interested to learn more about earth fissures in Arizona? <http://azgs.arizona.edu/center-natural-hazards/earth-fissures-subsidence-karst-arizona>

Source: UA Arizona Geological Survey at:
<http://azgs.arizona.edu/>



Don Decker, NRCS District Conservationist, NRCS Douglas Field Office reported on drought conditions and summer precipitation. With the rains from this summer, the Hereford NRCD has downgraded to the Moderate Drought category (see map below). The

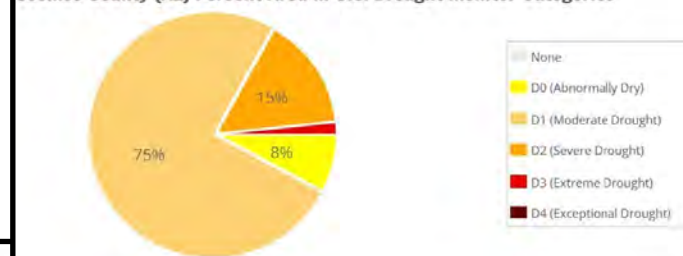
Douglas Field Office rain gauge has received 144% of its normal 5-year average precipitation for the calendar year. Currently 14.45" with a 5-year calendar year average of 10.01" by this time. The Douglas Field Office rain gauge has averaged 6.62" for the July through September period for the last five years. So far into this "summer" period we have received 12.72".

The US Drought Monitor data can be accessed online at <https://droughtmonitor.unl.edu/>

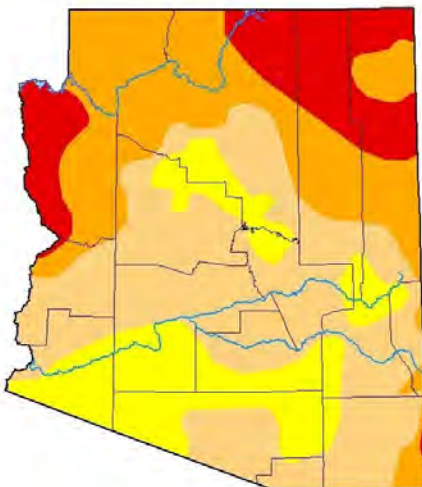
Jennifer Krentz, NRCS Soil Conservationist provided an NRCS activity report at the September Board of Supervisors meeting. She informed the Supervisors the Douglas Office is in the process of compiling information for the annual 2021 NRCS drought survey. They are interested in receiving input on drought hotspots, within the District, where there are dry areas and or well issues as well as low forage production information that could fall under the drought umbrella.

You can contact either Jennifer or Don at 520-368-3403 to set up an appointment or they will come to your place upon request.

Cochise County (AZ) Percent Area in U.S. Drought Monitor Categories



U.S. Drought Monitor Arizona



September 28, 2021
(Released Thursday, Sep. 30, 2021)
Valid 8 a.m. EDT

	Drought Conditions (Percent Area)					
	None	D0-D1	D1-D2	D2-D3	D3-D4	D4
Current	0.00	100.00	80.38	40.02	13.69	0.00
Last Week	0.00	100.00	86.84	40.02	13.69	0.00
3 Month Ago	0.00	100.00	98.94	94.62	89.49	57.79
Start of Calendar Year	0.00	100.00	100.00	98.34	93.85	72.89
Start of Water Year	0.00	100.00	100.00	93.97	69.95	3.37
One Year Ago	0.00	100.00	100.00	93.97	69.95	3.37

Intensity
None D0 Abnormally Dry D1 Moderate Drought D2 Severe Drought D3 Extreme Drought D4 Exceptional Drought

The Drought Monitor focuses on broad-scale conditions. Local conditions may vary. For more information on the Drought Monitor, go to <https://droughtmonitor.unl.edu/about.aspx>

Author:
Brian Fuchs
National Drought Mitigation Center



Another La Niña Lowers the Chance for a Wet Winter Ahead for the Southwest

- One of the wettest monsoon seasons on record for the Southwest ended with a lackluster September
- 70-80% chance that another La Niña will develop this winter

Tombstone High School Agriculture Program—Extracurricular Activities with Tombstone FFA

Submitted by Amber Ford, Agricultural Educator and Future Farmers of America (FFA) Advisor
All photos credited to Tombstone FFA

Tombstone FFA has jumped full swing into the fall semester and has already hosted or attended several events across southern Arizona. During the first two months of the school year, FFA members have participated in **service projects**, attended **leadership conferences**, and explored different opportunities **agriculture** has to offer.

To start off the school year, the Tombstone FFA chapter decided to give back to the school with a campus clean up event. In August, eleven Tombstone High students and four community volunteers picked up more than eleven bags of trash from around campus in addition to weeding and trimming back several shrubs and trees around campus.



Pictured Tombstone FFA members from left: Nydia Soto-Sanchez (Historian), Jordan Keats, Alex Escalante (Greenhand Chaplain), Erick Alvarez (Vice -President), Jahliyah Hooper (Vice-President), Jaci Power (Greenhand Parliamentarian), Zach Montgomery (Chaplain), McKenzie Rister (Greenhand Sentinel), Aydan Ruoff (Reporter).

To start off September, FFA members around southern Arizona attended the 49th Riggs Field Day event hosted by the Willcox-San Simon NRCD. This event is to give students the opportunity to practice skills used in a variety of careers in natural resources, focusing on soils, wildlife, and range management. Despite the many downpours that the students faced in the outdoor contest held outside Dos Cabezas, the nine Tombstone FFA members got to practice their plant ID and learn much more about wildlife ID and soil texturing.

The next event Tombstone FFA participated was in the Summit Series conference hosted by Arizona FFA at the Westin La Paloma in Tucson. The Summit Series conference is a leadership conference that separates students into freshmen, sophomore, junior, and senior groups to help them focus on skills that will help them take the most advantage of their time in high school and in FFA. This is also a chance for students to get to know other FFA members from around their region and to meet the current Arizona FFA State Officer team.

Tombstone FFA finished off the end of September strong at the Cochise County Fair. Several students from Tombstone FFA showed livestock at fair, including both large and small stock. Among the large stock species, Tombstone FFA members showed cattle, sheep, and goats. Species shown for small stock included guinea pigs, rabbits, ducks, chickens, and pigeons. Natalie Colburn, our Tombstone FFA Secretary and junior, received Grand Champion Poultry showmanship, Grand Champion Rabbit showmanship, Reserve Duck showmanship, Reserve Dairy Goat showmanship, Reserve Small Stock Round Robin Champion, Third Overall Round Robin Champion, and had a chicken win Best Poultry in the Barn. Krista Valenzuela, a freshman and Tombstone FFA **Greenhand** Vice-President, won a buckle for both poultry showmanship and photography. Tombstone FFA as a whole won fourth place for their entry into the FFA Educational Exhibit. The theme this year was "Medicine and Agriculture."

Tombstone FFA takes pride in the ways it seeks to keep the next generation involved in the community, whether it's the local community, agriculture, or FFA. Next month we are excited to attend the National FFA Convention in Indianapolis, Indiana with our executive officer team, which was made possible through the generous donations of the Hereford NRCD.

What is an **FFA Greenhand Degree**? This is a degree given to first-year high school students who have demonstrated that they have a thorough understanding of the history and purpose of FFA and have an Supervised Agricultural Experience plan. It is a dynamic degree system that rewards student's achievement as they progress in their leadership, interpersonal, and professional skills.

Hereford NRCD Conservation Education Center News
Jim Lindsey Education Center Supervisor



Tombstone FFA Campus Service Project. Pictured from left: Josh Black, Erick Alvarez (Vice- resident), Arceli Blackwell, Jordan Keats, Maurice Alvarez, Jaci Power (Greenhand Parliamentarian), Dillan Malley, McKenzie Rister (Greenhand Sentinel), Jahliyah Hooper.

Tombstone FFA Leadership Summit. Back row: Damien Webb, Jordan Keats, Natalie Colburn (Secretary), Hadley Barg (Greenhand Secretary), McKenzie Rister (Greenhand Sentinel), Nico Cantwell, Erick Alvarez (Vice-President). Front row: Nydia Soto-Sanchez (Historian), Krista Valenzuela (Greenhand Vice President), Jaci Power (Greenhand Parliamentarian), Vidalia Mitchell (Sentinel).



Introducing the Brush Poppers 4-H Equestrian Club



Ms. Kate Cox, Club Leader along with members Brooke Ochoa and Alanna Pierce, introduced the Brush Poppers 4-H horse club to the Board of Supervisors at the September monthly Board of Supervisors meeting. Established in March of 2021, the Club is based out of Sierra Vista, is focused on equestrian care and activities, and services all of Cochise County. The Club currently has 12 members ages 8-19 years and consists of both boys and girls. Members of this club participated in a horse show in August as well as events at the Cochise County Fair in September.

Brush Poppers will host and participate in an invitational in November. According to Ms. Cox, this will be their own version of a State Fair since they were unable to participate in events at this year's Arizona State Fair. They have invited six counties close to and including Cochise County.

They meet on a regular basis and alternate meeting topics to include mounted, regular, and presentation meetings. The Club invites technical experts to share their expertise in riding, showmanship, clinicians (e.g. veterinarians), and the fitting of horseshoes (farrier).

If you are interested in volunteering with this organization, providing a presentation for their meetings, providing opportunities to help with fundraising events or you want to learn more about the Club, contact Kate Cox at, brushpoppers4hclub@gmail.com

The HNRCD Board supports our local FFA and 4-H programs. The District's investment in the success of the students, their future and careers in agriculture, and the future of ranching, farming, and natural resource protection in our District is a high priority in its Education Program.

THANK YOU MEMBERS and PARTNERS FOR YOUR SUPPORT

Thanks to everyone who have continued their support through membership renewals and who have generously donated additional funds since the Summer newsletter was published.

Cooperator Level Contributors

Joy Banks



Board of Supervisors Position on Presidential Executive Order 14008

The HNRCD Board voted, at the August AACD Board of Directors Meeting, with the members of AACD Board to unanimously back the Pima NRCD resolution **opposing** the Federal government's land and oceans preservation goal through the "America the Beautiful" initiative which includes the Biden Administration's 30x30 directive to permanently protect 30% of America's land and oceans by 2030. Both the HNRCD and AACD Boards are deeply concerned about any effort to enlarge the federal estate or further restrict the use of public lands in our states. Additionally, the HNRCD Board supports the position that it is an unconstitutional policy shift, moving us from a nation founded on private property principles to one controlled by the administrative state.



Board of Supervisors Position on State NRCD Off Highway Vehicle Mitigation Resolution



The HNRCD Board voted to support the Off-Highway Vehicle (OHV) Mitigation Resolution submitted by Coconino NRCD at the August AACD Board of Directors Meeting. An OHV special committee was formed to address the increased damage, caused by OHV users, on Forest Service, State, Bureau of Land Management, and private lands throughout the State as well as to look at legislative measures.

Do you know Arizona's OHV laws?

By definition ATVs, UTVs, ROVs, RZR[®]s, side by sides, mopeds, motorcycles, and snowmobiles are all considered OHVs.

Arizona Department of Environmental Quality Reports Environmental Quality Bill Takes Effect Streamlining an Eliminating Unnecessary Regulations

House Bill (HB) 2580 Achieves Highest Number of Deregulatory, Clean-up, and Technical Corrections in Department History (ADEQ press release Sept. 29, 2021)

Sponsored by Hereford NRCD Legislative District 14 Representative Gail Griffin and signed by Governor Doug Ducey, this legislation reduces unnecessary regulations, while continuing to promote environmentally responsible economic growth in Arizona.

HB 2580 is the latest in a series of bills enacted to improve the ADEQ regulatory structure. HB 2580 repeals 15 pieces of statute, amends five statutes, and streamlines three sections of rule from the Arizona Administrative Code.

Representative Griffin stated, "This is the latest in a series of omnibus bills I have sponsored to make it easier to do business with ADEQ without reducing ADEQ's ability to protect public health and the environment."

HEREFORD NRCD ARIZONA STATE LEGISLATIVE REPRESENTATIVES

House of Representative Legislative District 14

Gail Griffin, GGriffin@azleg.gov, 602-926-5895

Becky Nutt, bnutt@azleg.gov, 602-926-4852

David Gowan, DGowan@azleg.gov, (602) 926-5154

Congressional District 2

Ann Kirkpatrick, <https://kirkpatrick.house.gov/contact/email-me/>, 520-459-3115

Arizona U.S. Senators

Mark Kelly, <https://www.kelly.senate.gov/>, 520-475-5177

Krysten Sinema, <https://www.sinema.senate.gov/contact-krysten>, 520- 639-7080

Legislative News
Let Your House and Senate Members
Hear From You!



Partners for Fish and Wildlife Program

Submitted by Sarah Gandaría, Fish & Wildlife Biologist

Ms. Jennifer Kaplan introduced the Arizona Partners for Fish and Wildlife (Partners) at the Arizona Conservation Districts Summer Conference held in August. Partners is a program within the U.S. Fish and Wildlife Agency (FWS). The FWS is the lead Federal agency responsible for conserving and managing the nation's fish and wildlife resources. The Partners Program provides technical and financial assistance to Arizona's **willing private landowners** who want to improve the fish and wildlife habitat on their property. The Partners program focuses on implementing on-the-ground projects which protect, restore, and/or enhance wildlife habitat. The main goal is to have projects which will benefit federally listed species, waterfowl, migratory birds, and their habitats.

Since 1992, the Partners program has protected or helped restore 45,219 acres of upland habitat and 9,931 acres of wetland and riparian habitat and over 188 miles of aquatic stream habitat in the State. Wise use of limited funding prompted the identification of geographic areas called **Focus Areas**. These areas were identified based upon the potential values to fish and wildlife resources. Projects located in these areas will receive higher consideration for funding. Types of Partners Projects include;

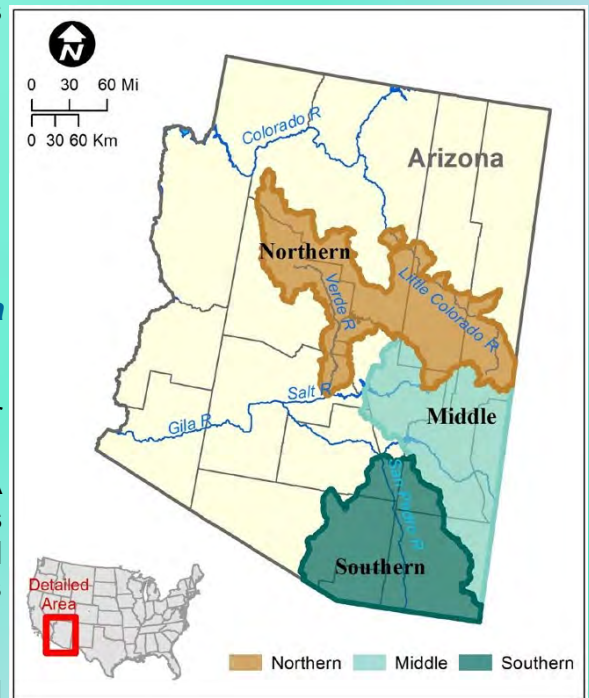
- ⇒ Enhance stream and riparian habitat
- ⇒ Restore native grasslands
- ⇒ Improve habitat for pollinators
- ⇒ Reduce **noxious weeds**
- ⇒ Install water developments for wildlife and livestock

ARE you in one of the Focus Areas? DO you have an idea for a project?

The project should consider the species it will benefit, other agencies that will need to be involved such as NRCS or AGFD, water sources that may be needed, and anticipated costs. A project may receive up to \$25,000 from FWS. Contributions from landowners as cash and/or in-kind services is encouraged but not required. Leveraging funds from other sources shows good partnering and collaboration.

If a project is selected for funding, an agreement is developed with the landowner. Other entities may be included with this agreement. A Partners project must be in effect for at least 10 years.

For more information visit the Partners website at, <http://www.fws.gov/southwest/es/Arizona/Partners.htm> or to talk over your idea and arrange for a site visit contact Sarah Gandaría at, Sarah_Gandaría@fws.gov.



What is a noxious weed? Noxious weed means any species of plant that is, or is liable to be, detrimental or destructive and difficult to control or eradicate and shall include any species that the director, after investigation and hearing, shall determine to be a noxious weed (AZ Rev Stat § 3-201, definitions).

The term "**noxious weed**" is not the same as "**invasive plant**". An important distinction is that noxious weed is a regulatory term and is any plant designated by a federal, state or county government to be injurious to public health, agriculture, recreation, wildlife, or property. Noxious weeds are regulated with respect to their transport, sale, and eradication efforts. Not all invasive plants that occur in Arizona are noxious weeds. That does not mean, however, that unlisted invasive plants are any less of a nuisance than listed ones (Source, extension.arizona.edu/pubs/az1510-2016).

THESE POCKET GUIDES ARE PERFECT FOR BEGINNER OR EXPERIENCED PLANT ENTHUSIASTS!



Southeastern Arizona has a wide variety of plants due to its climate, varied topography, variety of habitats, and its location in the biologically diverse Sonoran Desert and the higher elevation Chihuahuan Desert to the east.

These spiral bound field guides are a wonderful resource. The booklets were created to be large enough to contain pertinent, useful information, but small enough to fit in your pocket, glove box, backpack, or saddlebag.

Out of circulation. Limited supplies

For each booklet, we request a **\$10 tax deductible** contribution to help cover costs.

To inquire about the Field Guides, email Hereford NRC at nrcdhereford@gmail.com (with 'Field Guides' in the subject area).

Calling all Arizona Watershed Practitioners!

First Annual Arizona Cross-Watershed Network Virtual Summit

October 26 and 28, 2021 9:00-11:00am and 1:00-3:00pm each day

Who should participate: Watershed practitioners, managers, researchers, landowners, stewards and other watershed enthusiasts from local, state, and federal agencies, tribes, watershed partnerships and related organizations, funders, networks, and universities.

Cost: Free **Venue:** Zoom **Agenda:** Coming soon to those who register!

Register at: <https://docs.google.com/forms/d/e/1FAIpQLSf4Z6OZgtBdkd6vzWrQ11QaCfq820vtx3lCSylka-716OLzEA/viewform>



For more information, please contact: Colleen Whitaker (colleen@swdresources.com) and Tahnee Robertson (tahnee@swdresources.com) Facilitation Team, AZ XWN

COOPERATOR MEMBERSHIP AND DONATIONS

The Cooperator annual membership renewal is due each January. Don't lose access to the wealth of knowledge and experience through our Board of Supervisors and its' Advisors, or the networking opportunities through the HNRCD Partnerships. **Renew** or **Join now** and preserve these great assets. We are here to help you with your natural resource conservation questions and concerns. We want to hear from you.

If you have additional questions regarding your renewal, donation, or new membership please contact Board Clerk Joanne Roberts at nrcdhereford@gmail.com.

The Hereford Natural Resource District is an independent, non-profit, semi-governmental entity. Your Cooperator fees and additional donation (s) are tax-deductible.

Membership Level: ☐ New ☐ Renewal

_____ \$50.00 membership renewal with sign _____ (12" x 18" metal HNRCD sign to post on my property identifying me as an HNRCD member) without sign _____

_____ \$35.00 to renew my annual membership

_____ I wish to provide an additional contribution toward the District's resource activities

- ☐ \$25 Student ☐ \$50 Organization ☐ \$100 Commercial ☐ \$200 Conservation Steward
- ☐ \$500 Conservation Patron ☐ \$1,000 Lifetime Conservation Champion

Return with Check Payable to Hereford NRCD
PO Box 3361
Sierra Vista, AZ 85636

Classified Ads: \$5.00 per item per issue

Email: nrcdhereford@gmail.com



BOARD MEETINGS

Third Thursday of every month

Check <http://www.herefordnrcd.com/HNRCD-DOCUMENTS-AND-INFO.html>

for up to date time and location

Meetings may be held in person, telephonically or virtually depending on SARS-CoV-2 restrictions.

**COOPERATOR and PUBLIC PARTICIPATION
WELCOMED**



We extend our warm greetings from Thanksgiving to Christmas and express our gratitude for being associated with all of you!

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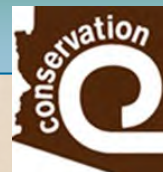
Visit Us At

Hereford NRCD Webpage
<http://www.herefordnrcd.com/>

HEREFORD NATURAL RESOURCE CONSERVATION DISTRICT

PO Box 3361

Sierra Vista, AZ 85636



All programs of the Hereford NRCD are offered on a non-discriminatory basis, without regard to race, national origin, age, sex, religion, political belief, marital or familial status or handicap.

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