



community foundation

ANTRIM . BENZIE . GRAND TRAVERSE . KALKASKA . LEELANAU

## NONDISCRIMINATION POLICY

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Established	January 30, 2020
Modified	August 18, 2022
Due for Review	2025
Accompanying Form	<i>None</i>

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### **Employment**

The Foundation follows an equal opportunity employment policy and employs personnel without regard to race, ethnicity, economic circumstances, zip code, age, health and ability status, sexual orientation, gender identity and expression, resident or immigration status, national origin, veteran status, or religion. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations.

### **Grantmaking**

No person in the United States shall, on the basis of actual or perceived race, color, religion, national origin, sex, gender identity (as defined in paragraph 249(c)(4) of title 18, United States Code), sexual orientation, marital or parental status, political affiliation, military service, physical or mental ability, or any other improper criterion be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available by the Foundation, and any other program or activity funded in whole or in part with funds appropriated for grants, cooperative agreements, and other assistance administered by the Foundation.

### **Other**

This policy applies throughout the organization and includes, but is not limited to donors, Board Directors, Youth Advisory Council members, other volunteers, and vendors and suppliers. This policy applies to all Foundation operations.