



NON-DISCRIMINATION POLICY

It is the policy and commitment of FOR THE CHILDREN INC. (FTC) that it does not discriminate based on race, color, national origin, religion, ancestry, sex, age, familial status, marital status, sexual orientation, gender identity and expression, disability, or genetic information.

Equal Employment Opportunity

FOR THE CHILDREN INC. (FTC) is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, color, national origin, religion, ancestry, sex, age, familial status, marital status, sexual orientation, gender identity and expression, disability, or genetic information or otherwise as may be prohibited by federal and state law.

Any employee, board member, volunteer or client who believes that s/he or any other affiliate of FOR THE CHILDREN INC. has been discriminated against is strongly encouraged to report this concern promptly to the Chief Executive Officer or the agency Board Chairperson.

Discriminatory Harassment

Harassment or intimidation of a client, staff person or guest because of that person's race, color, national origin, religion, ancestry, sex, age, familial status, marital status, sexual orientation, gender identity and expression, disability, or genetic information or otherwise as may be prohibited by federal and state law. Harassment and intimidation includes abusive, foul or threatening language or behavior. FTC is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency clients. Harassment of any kind is specifically prohibited and may be grounds for termination.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the immediate site director or the Chief Executive Officer and, if substantiated, prompt action will be taken. This policy applies to all employees and volunteers of FTC.

I read and understand this policy and procedures. I agree to comply with this policy and report any incident (s) to the site immediate supervisor and or the CEO of FTC.

Signature of Employee/Volunteer

Date: _____

Program Administrator

Date: _____