

# Centre Foundation

## Nondiscrimination Policy

---

### Employment

Centre Foundation is strongly committed to equal employment opportunity and makes all employment and promotion decisions based upon merit, qualifications, abilities and business needs, Centre Foundation does not discriminate in employment opportunities or practices on the basis of age(except to comply with the state laws regarding the hiring of persons under age 16), sex, religion/creed, race, color, national or ethnic origin, sexual orientation, gender identity or expression, disability, marital status, military or veterans status, pregnancy, genetic information or any other classification protected by law. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations.

### Grantmaking

The Centre Foundation actively seeks to promote access, equity, and inclusiveness, and to discourage discrimination that denies the essential humanity of all people. Therefore, Centre Foundation has adopted this policy regarding grants made from, or approved by, Centre Foundation.

#### **I. GRANTS FROM DONOR ADVISED FUNDS, DESIGNATED FUNDS AND OTHER FUNDS WITH RESTRICTIONS PLACED BY DONORS.**

Centre Foundation has an enormous responsibility to respect the expressed wishes of donors. Accordingly, the Centre Foundation will consider grant suggestions from donor advised funds and designated funds that would not otherwise comply with its policy as stated in Section II below.

#### **II. GRANTS FROM DISCRETIONARY FUNDS OF CENTRE FOUNDATION.**

Centre Foundation operates under a general principle that programs funded by discretionary grants will be available to all. To affirm this principle and to respond to questions from grant seekers and grant committees, Centre Foundation's board approved the following anti-discrimination in grant making policy:

Centre Foundation' discretionary granting programs will not fund organizations or projects that unlawfully discriminate with regard to employees, volunteers, delivery of programs or services, or clients served based on age, sex, religion/creed, race, color, national or ethnic origin, sexual orientation, gender identity or expression, disability, marital status, military or veterans status, pregnancy, or genetic information.

In considering applications for funding from faith-based organizations we will apply the following criteria:

- The program or service to be funded must be open to all members of the community (not just members of the particular faith community applying for funding)
- In the course of providing programs or services, faith-based organizations cannot proselytize, nor require clients to participate in or adopt any specific religious practice or belief.

Approved by the Board of Directors: 1/19/17