Sample Nondiscrimination Policy

**Employment**

The [**NAME]** Community Foundation follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, pregnancy, veteran status, military obligations, and marital status. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations.

**Grantmaking** (may be included in the grant agreement, if so either cross reference the agreement, or include the agreement with the nondiscrimination Policy in the National Standards application)

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 community 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 community foundation.

**DRAFTING CAUTION - Negating Language:**

Policies like the following are not encouraged, because they reference laws that that contain exceptions, that may not presently exist in all jurisdictions, or that are subject to change:

* “We do not unlawfully discriminate with regard to race, ability, sexual orientation, or gender expression.”
* “In accordance with federal, state, and local laws, we do not discriminate on the basis of race, ability, sexual orientation, gender expression, etc.”
* “We do not discriminate on the basis of race, ability, sexual orientation, or gender expression, to the extent prohibited by law.”

Approved by the Board of Directors: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 DATE