

Policy Number:		Effective/ Revision Date:	1/30/15; 1/3/17; 10/4/18; 3/23/19
Policy Title:	Non-Discrimination Policy		
Policy:	Extraordinary Families prohibits unlawful discrimination of any employment candidate, staff member, board member, volunteer, or person served.		
Purpose:	To protect the rights of all employment candidates, staff members and persons served to ensure equal access to employment or services.		
Responsibilities:	All Staff, Board Members, Resource Parents, and Volunteers		
Reference/ Relevant Documents:	N/A		

POLICY

Extraordinary Families (EF) prohibits unlawful discrimination and welcomes all individuals regardless of their race, color, creed, gender (including gender identity or expression), religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, pregnancy or childbirth, sexual orientation, veteran status or any other consideration made unlawful by federal, state or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is prohibited.

The agency is committed to complying with all applicable laws providing equal employment and service opportunities. This commitment applies to all persons involved in the operations of the agency – including contractors and vendors – and prohibits improper discrimination by any employee of Extraordinary Families, including supervisors, coworkers, and persons served.

If a staff member or person served feels they have been discriminated against, she/he/they may file a formal complaint with leadership. If a staff member observes such behavior, she/he/they are strongly encouraged to inform leadership immediately. The agency will undertake an appropriate investigation and attempt to resolve violation of this policy fairly and confidentially. If the agency determines that improper discrimination has occurred, appropriate and immediate remedial action will be commensurate with the severity of the offense. The agency will not retaliate against any individual for filing a complaint and will not permit retaliation by management, employees, or others under its control.

I/We _____ will not discriminate against any Extraordinary Families stakeholder (foster child/resource parent/EF employee/biological parent/other stakeholder) in accordance with this policy.

Signature *Printed Name* *Date*

Signature *Printed Name* *Date*

