

Sample Non-Discrimination Policy & Inclusion Statement (scroll down)

Provided by the [Peace Development Fund](#)

Date Issued: 2-01-91

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It is the policy of the Peace Development Fund to reaffirm publicly its moral and legal commitment to a policy of equal opportunity and non-discrimination in employment and all personnel, grant making, training, volunteer opportunities (including Board membership) and all other decisions, programs and activities.

This statement reaffirms Peace Development Fund policy to be an equal opportunity employer, and to recruit, hire, train, and promote at all levels the most qualified applicants without regard for race, ethnicity, age, color, religion, sex, gender (real or perceived), national origin, sexual orientation, transgender/transsexual identity, economic class, educational background, physical or mental disability, medical condition, marital status, or status as a veteran or the status as formerly convicted/incarcerated person (collectively known as "Status Factors"). All such decisions are made on the basis of individual qualifications as they relate to the requirement of a particular job.

All other personnel decisions, such as compensation, benefits, layoffs, recall, staff development, and training will be administered without regard to the Status Factors. In keeping with this policy, the Director of Administration and Finance will be the EEO coordinator for the agency, and will have overall responsible for the implementation and monitoring of the equal employment opportunity policy of the Peace Development Fund.

All applicants for funding must certify, by submitting a copy of their non-discrimination statement, that they do not discriminate and provide equal opportunity in their hiring and access to their programs and activities on the basis of the Status Factors. (Organizations may target services to a specific population when the targeted groups require specialized programs to meet specific needs not shared by the general population. Additionally, an organization may provide targeted programs or services to redress current or past discrimination against a group.)

In all areas of employment, Peace Development Fund seeks to comply with all applicable federal and state laws and guidelines including Title VI and VII of the Civil Rights Act of 1964; Executive Order 11246 of 1965 as amended by Executive Order 11375 of 1967; and Section 504 of the Rehabilitation Act of 1973, as amended.

Inclusion Statement Provided by [Grassroots Leadership](#)

"Grassroots Leadership works affirmatively to build a staff and board that includes people of many different races, classes, genders, physical and mental abilities, ages and sexual orientations, including people who have been previously incarcerated and family members of those who are and have been in prison."