

**Community Foundation Partnership, Inc.**  
**Administrative Constraints 2.15**  
**Non Discrimination Policy**  
Approved August 12, 2016

**Employment**

The Partnership's policy is that equal employment opportunity be available to all persons 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, ancestry or marital status. This policy applies to applicants and employees during all phases of employment including hiring, promotion, demotion, treatment during employment, rates of pay and other forms of compensation, training, opportunities for advancement, and termination of employment.

**Grantmaking**

No person shall on the basis of actual or perceived race, color, religion, national origin, sex, gender identity, 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.