



Non-Discrimination Inclusivity Policy

NON-DISCRIMINATION - Governance and Administration

The Central Kansas Community Foundation is committed to fostering an organization that respects and appreciates diversity in its many forms. To that end:

- It will work closely with its nominating authorities who recommend members to its board of directors to seek community leaders who will bring diversity and varying points of view and life experiences to the board.
- It will hire staff that reflects the broad diversity of the community and will provide all staff members with an opportunity to maximize the use of their work-related skills and talents.
- It will retain a diverse group of product and service vendors to work with the Community Foundation and will strive to select product and service vendors committed to promoting a diverse workplace.

NONDISCRIMINATION INCLUSIVITY - Hiring and Employment

CKCF is an Equal Employment Opportunity employer.

It is the policy of CKCF not to discriminate against any employee or applicant for employment based on sex, gender; gender expression; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation.

Accordingly, all recruiting, hiring, and promoting for all job classifications is made without regard to sex, gender; gender expression; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation. Only valid requirements for promotional opportunities are imposed. CKCF makes every effort to ensure that all personnel actions, such as compensation, benefits, recruitment, transfer, promotions, layoffs, rehires from layoffs, company sponsored training, education programs, company sponsored social recreational programs and use of company facilities, will be administered without regard to sex, gender or gender expression; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation.

Reasonable accommodations will be made to applicants and employees who need them for medical or religious reasons, as required by law.

Employees may report discrimination by following the grievance process outlined as in the Grievance Policy. Employees will not be punished for reporting discrimination, participating in a discrimination investigation or lawsuit or opposing discrimination.

NON-DISCRIMINATION- Grant Making

CKCF is committed to non-discrimination in its grantmaking. However, it shall be noted that some limitations to grantmaking shall extended if requests to grants that support illegal or unsanctioned organizations or fall into categories of controversy that have been vetted by the foundation to pose a potential threat to our mission. These situations will be reviewed and decisions not to make a grant will be addressed with clear rationale, if ever such a situation should arise.

It is the policy of CKCF not to discriminate against any grantee partner or grant applicant on the basis of sex, gender; gender expression; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation.

NON-DISCRIMINATION & INCLUSIVITY – Donors

In order to achieve the highest standards in all its activities, it is important that the foundation benefit from the perspectives of many different segments of the community. Toward this end, it seeks to collaborate with donors of varying means and interests and will together with donors seek to promote a healthy, caring community.

Central Kansas Community Foundation believes that its effectiveness is enhanced when individuals with diverse backgrounds and perspectives are engaged throughout its organization. It believes that a more diverse philanthropic community, and one that provides inclusivity, will result in richer and more responsive philanthropy that better meets the needs of the community at large.

GRIEVANCE POLICY AND PROCESS

Please see the Grievance Policy for the formal process a complainant is to take when filing a grievance.