



## **Non-Discrimination Policy**

Adopted January 18, 2005

Revised August 15, 2017

The Community Foundation of Northern Colorado actively seeks to promote access, equity, and inclusiveness, and to discourage discrimination that denies the essential humanity of all people. Our board selection and employment policies reflect the belief that organizational performance is greatly enhanced when people with different backgrounds and perspectives are engaged in an organization's activities and decision making.

No person in the United States shall, on the basis of actual or perceived race, color, age, gender, religion, sexual orientation, physical disability, national origin, or any other improper criterion, be excluded from:

- Services
- Employment
- Volunteer opportunities
- Participation in, or benefits of, 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.