

# Ronald McDonald House Charities® of Southwest Virginia

## **NON-DISCRIMINATION POLICY**

Effective Date: November 13, 2020

Approved by Board of Directors: November 13, 2020

Responsible Center: Governance Committee

Ronald McDonald House Charities® of Southwest Virginia (RMHC-SWVA) is committed to equal access to programs, facilities, admission, and employment for all persons. It is the policy of RMHC-SWVA to maintain an environment free of harassment and free of discrimination against any person because of age, race, color, national origin, religion, veteran status, sex, sexual orientation, physical or mental disability, gender, gender identity or other protected classification.

RMHC-SWVA is dedicated to providing an inclusive and compassionate environment for all volunteers, employees, service providers, contractors and those whom RMHC-SWVA provides services. Equal consideration will be made to any applicant of an RMHC-SWVA program, including a program that includes eligibility criteria. Any such applicant who meets the eligibility criteria will be individually evaluated on a case by case basis without regard to any actual or perceived protected class as described in this nondiscrimination policy.

This nondiscrimination policy shall apply to all RMHC-SWVA Board of Directors, officers, employees, volunteers and vendors who provide support and services to RMHC-SWVA.

Unlawful discrimination or harassment violates the dignity of individuals, impedes the realization of RMHC-SWVA's mission, and will not be tolerated. RMHC-SWVA will investigate all reports of violations of this nondiscrimination policy and will take appropriate corrective action as warranted. Please direct all inquiries regarding the nondiscrimination policy to the Executive Director's office, telephone 540-857-0770.