

NON-DISCRIMINATION AND DIVERSITY POLICY
United Way of Coles County

Equal Employment Opportunity

United Way of Coles County will not discriminate against any employee or applicant for employment on the basis of race, creed, color, religion, gender, genetic information, gender identity, age (over 40), national origin, ancestry, physical or mental disability, pregnancy, leave status, disability, sexual orientation, veteran status or any characteristic protected by law.

Because United Way of Coles County promotes and is committed to the principle of equal employment opportunity, all recruiting, hiring and promoting for all job classifications is made in keeping with the Equal Employment Opportunity policy. This also applies to the administration of all personnel actions, such as compensation, benefits, and training opportunities.

Harassment

United Way of Coles County is committed to providing a work environment that is free of discrimination or harassment of any kind. The United Way will not tolerate actions, words, jokes, or comments based on an individual's sex, pregnancy, race, ethnic background, age, religion, sexual orientation or any other legally-protected characteristic, if such conduct would be offensive to a reasonable person. Any conduct whether overt or subtle but creates a hostile and offensive work environment is prohibited.

The purpose of this policy is to maintain a working environment free of discrimination and all forms of harassment.

Diversity

United Way of Coles County embraces and encourages diversity in all aspects of its administration, operations, funding, and campaign soliciting by respecting the uniqueness of every individual and by encouraging the contributions of people from different backgrounds, experiences and perspectives, including, but not limited to race, creed, color, religion, gender, genetic information, gender identity, age (over 40), national origin, ancestry, physical or mental disability, disability, sexual orientation, marital status.

For United Way of Coles County, diversity refers to respect for individual differences, and United Way expects the inclusion of all people in every aspect of the organization, that the views of all people be considered, that all biases and inequalities be opposed, and that equal opportunity for all people will be provided.