



www.mil2civ.org

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Non-Discrimination Policy

Mil2Civ is committed to providing an inclusive and welcoming environment for all members of our community. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, disability, military status, or any other characteristic protected by applicable law.

In our pursuit of promoting the well-being of all, Mil2Civ adheres to the following principles:

1. **Equal Opportunity:** We provide equal opportunities for all and ensure that our programs, services, and activities are accessible to everyone.
2. **Diversity and Inclusion:** We celebrate the diversity of our community and are committed to fostering an inclusive environment that respects and values the unique contributions of every individual.
3. **Anti-Harassment:** We do not tolerate any form of harassment, bullying, or discrimination against any individuals associated with our organization. We are dedicated to maintaining a safe and respectful space for everyone.
4. **Reasonable Accommodations:** Mil2Civ is committed to making reasonable accommodations to ensure that persons with disabilities can participate fully in our programs and activities.
5. **Training and Awareness:** We provide training and resources to our staff, volunteers, and members to promote understanding and awareness of issues related to discrimination and inclusivity.
6. **Compliance with Applicable Laws:** Mil2Civ complies with all applicable federal, state, and local laws regarding non-discrimination and equal opportunity.
7. **Responsive to Concerns:** We encourage open communication and provide mechanisms for individuals to express concerns or complaints related to discrimination. We are committed to addressing and resolving such concerns promptly and confidentially.

Mil2Civ believes that embracing diversity and inclusion is essential to achieving our mission. By upholding this non-discrimination policy, we aim to create a community where all individuals, regardless of their background or characteristics, can thrive and contribute to the betterment of our organization and society.

If you have any questions or concerns about our non-discrimination policy, please contact Roy Dobbins / Director at roy.dobbins@mil2civ.org.

Sincerely,

Roy Dobbins | Director | Mil2Civ.org

Mil2Civ is a Tax Exempt 501(C)3 Non-Profit Organization

