

Non-Discrimination Policy

1. Purpose

The Gentle Journey Foundation is committed to providing services, programs, assistance, volunteer opportunities, and organizational participation in a manner that is fair, respectful, inclusive, and accessible to all individuals.

The purpose of this Non-Discrimination Policy is to ensure that the Foundation operates in a manner that promotes dignity, respect, and equal opportunity for all people served and involved in the organization.

The Gentle Journey Foundation believes that compassion, service, and community support should be available to all individuals without discrimination.

2. Policy Statement

The Gentle Journey Foundation does not and shall not discriminate on the basis of:

Race
Color
Religion
Gender
Gender identity or gender expression
Sexual orientation
National origin
Age
Disability
Marital status
Veteran status
Military status
Economic status
Housing status
Medical condition
Genetic information
Citizenship status

Any other characteristic protected by applicable federal, state, or local law

This policy applies to all aspects of the Foundation's operations and programs.

3. Scope of Policy

This Non-Discrimination Policy applies to all Gentle Journey Foundation activities including:

Relocation assistance programs
Transportation assistance programs

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Scholarship programs
Volunteer opportunities
Board membership
Employment (if applicable)
Partnerships and collaborations
Donor relations
Community outreach
Events and public programs
Vendor and contractor relationships
Program participation and application review
Housing transition assistance
Emergency or hardship assistance

No individual shall be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any program or activity of the Gentle Journey Foundation.

4. Equal Access and Program Eligibility

The Gentle Journey Foundation provides assistance based on:

Program eligibility
Level of need
Available resources
Mission alignment
Geographic availability
Safety and logistical feasibility

Certain programs may prioritize specific populations such as seniors, veterans, or individuals experiencing hardship; however, these program priorities are mission-based and not discriminatory in nature.

5. Commitment to Respect and Dignity

The Gentle Journey Foundation is committed to maintaining an environment of dignity, compassion, and respect for:

Seniors and elderly individuals
Veterans and military families
Individuals experiencing hardship or transition
Families and caregivers
Volunteers
Board members
Donors and sponsors
Community partners

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Staff and contractors

Harassment, discrimination, intimidation, or disrespectful behavior will not be tolerated in any Foundation program, event, service, or organizational activity.

6. Accessibility and Accommodation

The Gentle Journey Foundation will make reasonable efforts to provide accommodations for individuals with disabilities or special needs when possible and within the Foundation's operational capacity.

This may include:

- Accessible transportation arrangements
- Assistance with mobility-related moving needs
- Communication accommodations when possible
- Coordination with partner organizations when specialized services are required

7. Reporting Discrimination or Harassment

Any individual who believes they have experienced discrimination, harassment, or unfair treatment related to the Gentle Journey Foundation should report the concern to:

- A Board Member
- The Board Chair
- The Executive Director / President
- Through the Whistleblower Policy reporting procedures

All concerns will be reviewed promptly and handled respectfully and confidentially to the extent possible.

Retaliation against any individual who reports discrimination or harassment in good faith will not be tolerated.

8. Compliance with Laws

The Gentle Journey Foundation will comply with all applicable federal, state, and local non-discrimination laws and regulations applicable to nonprofit organizations and public service programs.

These may include, but are not limited to:

- Civil Rights Act
- Americans with Disabilities Act (ADA)

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Age Discrimination Act
Equal Opportunity laws
State and local non-discrimination regulations

9. Policy Review

This Non-Discrimination Policy will be reviewed periodically by the Board of Directors and updated as necessary to ensure compliance with nonprofit best practices and applicable laws.

10. Statement of Organizational Values

The Gentle Journey Foundation believes that every person deserves dignity, compassion, and support during life's most difficult transitions. The Foundation is committed to serving individuals and families with respect, professionalism, and kindness, regardless of background or circumstances.

The Foundation strives to build communities rooted in compassion, service, and human dignity.

11. Approval

This Non-Discrimination Policy was adopted by the Board of Directors of the Gentle Journey Foundation in 2024