

Belonging, Inc.

Non-Discrimination, Equal Opportunity, and Inclusion Policy

Purpose

Belonging, Inc. is committed to creating and maintaining an environment in which every person is treated with dignity, fairness, respect, and a genuine sense of belonging. Discrimination, harassment, retaliation, and exclusionary conduct are inconsistent with our mission and values and will not be tolerated.

Non-Discrimination

Belonging, Inc. does not discriminate on the basis of race, color, ethnicity, national origin, ancestry, religion, creed, sex, pregnancy, childbirth or related medical conditions, sexual orientation, gender, gender identity or expression, age, disability, genetic information, marital or familial status, veteran or military status, or any other characteristic protected by applicable federal, state, or local law.

This commitment applies to everyone who interacts with Belonging, Inc., including employees, job applicants, clients, program participants, volunteers, interns, contractors, vendors, partners, visitors, and members of the public.

Equal Opportunity

Belonging, Inc. is committed to providing equal opportunity in employment, programs, services, activities, and organizational relationships.

Employment-related decisions—including recruitment, hiring, assignments, compensation, professional development, promotion, discipline, and separation—will be made without unlawful discrimination.

Likewise, access to Belonging, Inc.'s programs, services, resources, and activities will be provided without unlawful discrimination, subject to legitimate program eligibility requirements and applicable law.

Harassment

Belonging, Inc. prohibits unlawful harassment based on any protected characteristic. Prohibited harassment may include verbal, physical, written, visual, electronic, or other conduct that

creates an intimidating, hostile, or offensive environment or otherwise unlawfully interferes with a person's employment, participation, or access to Belonging, Inc.'s programs or services.

Belonging, Inc. expects all individuals to communicate and conduct themselves in a manner that respects the dignity and rights of others.

Accessibility and Reasonable Accommodations

Belonging, Inc. is committed to providing meaningful access and reasonable accommodations to qualified individuals with disabilities as required by applicable law.

Belonging, Inc. will also consider reasonable accommodations related to sincerely held religious beliefs and practices where required by law.

Individuals who need an accommodation to participate in employment, programs, services, meetings, events, or other activities are encouraged to contact the appropriate Belonging, Inc. representative. Accommodation requests will be considered promptly and individually, and information related to such requests will be handled with appropriate confidentiality.

Reporting Discrimination or Harassment

Anyone who believes they have experienced, witnessed, or become aware of discrimination, harassment, retaliation, or other conduct that may violate this policy is encouraged to report the concern promptly.

Reports may be made to:

Belonging, Inc.

Attention: Rev. David Williamson, Co-Executive Director and Rev. Laverne March Co-Executive Director

Email: david@belonging-inc.org laverne@belonging-inc.org

Phone: 407-415-7850 and 904-501-3859

Address: 2914 Woodside Drive Tallahassee, FL 32312

Individuals are encouraged to provide as much information as reasonably possible so that Belonging, Inc. can understand and appropriately address the concern.

Belonging, Inc. will review reports promptly, fairly, and as impartially as reasonably possible. Information will be shared only as appropriate to review the concern, respond appropriately, comply with the law, or protect the rights and safety of those involved.

No Retaliation

Belonging, Inc. prohibits retaliation against any person who, in good faith:

- Reports discrimination, harassment, or another suspected violation of this policy;

- Participates in an investigation or review;
- Requests a reasonable accommodation;
- Raises concerns regarding equal opportunity or accessibility; or
- Exercises rights protected by applicable anti-discrimination laws.

Retaliation should be reported promptly and may result in corrective or disciplinary action.

Accountability

Violations of this policy will be taken seriously. When Belonging, Inc. determines that inappropriate conduct has occurred, it will take appropriate responsive action based on the circumstances.

Employees, volunteers, contractors, vendors, partners, and others acting on behalf of Belonging, Inc. are expected to comply with this policy. Violations may result in corrective action, up to and including termination of employment, volunteer service, contractual relationships, partnerships, or access to Belonging, Inc. programs or facilities, as appropriate.

Commitment to Belonging

Non-discrimination is more than a legal obligation for Belonging, Inc.; it is fundamental to our commitment to belonging.

We strive to foster an organization where differences are respected, barriers to participation are identified and addressed, individuals have meaningful opportunities to contribute, and everyone is treated with dignity.

Belonging, Inc. will periodically review this policy and its practices to support continued compliance with applicable law and alignment with the organization's mission and values.

Policy Approved By: Belonging, Inc. Board of Directors

Effective Date: August 13, 2026

Last Reviewed/Revised: August 13, 2026

Next Review Date: August 13, 2027