



United Way of East Central Iowa Affidavit of Non-Discrimination

The United Way of East Central Iowa embraces diversity and inclusion as critical components to achieving success in an ever-changing environment. Our Board, staff, and volunteers should strive to be representative of all of the faces and walks of life which make up our communities. It is our goal, therefore, that United Way of East Central Iowa partners, strategies, and community investments reflect these values as well.

To value diversity is to respect and appreciate race, religion, skin color, gender, nationality, language differences, sexual orientation, gender identity, physical abilities, mental and developmental disabilities, age, socioeconomic status, work and behavioral styles, parental status, marital status and the perspectives of each individual shaped by their nation, culture and experiences. To be inclusive is to leverage diversity by bringing together unique individual backgrounds to collectively, individually and more effectively address the issues facing our communities.

United Way of East Central Iowa funds, other than those designated by the donor to a specific agency, will be awarded *only* to non-profit human service agencies that:

1. afford equal opportunity and equal treatment to all persons in all employment matters without regard to race, color, national origin, religion, creed, gender (including pregnancy, childbirth, and gender related medical conditions), mental or physical disability, age (18 or older), citizenship status, genetic information, sexual orientation, AIDS/HIV status, gender identity, retaliation or wage discrimination, as outlined by Federal and Iowa law.
2. provide services to all persons without any regard to the aforementioned categories, or any other category protected by law.

Funded agencies will be required to sign, submit and abide by this Affidavit of Non-Discrimination.

However, no program will be able to or is intended to serve all populations and may therefore delineate a target population for its services by some defining characteristics. This nondiscrimination policy does not prohibit any agency from operating specific programs based on age, gender, health, disability, or other characteristics designed to meet the specific needs of targeted populations. However, the programs must be open to any individual who identifies as a part of that target population. By accepting funds from the Community Fund, you agree to abide by this policy.

Examples:

Targeted Services are when the programming of the provided service is targeted to meet the particular social service needs of a specific population (such as a senior center for seniors, or a young parents program for pregnant teens).



Discrimination is when (1) an individual who would be eligible for the provided service (2) is denied that service due to (3) some predetermined group characteristic (such as a young parents program refusing a Muslim couple because of their religion or a senior center refusing participation to an African-American older adult because of his/her race).

If a funded partner is found to have violated these outlined policies it will be brought to the attention of the United Way of East Central Iowa Board of Directors for discussion and appropriate action up to and including termination of funding.

The Board of Directors, Administration, and staff of _____ (agency name) agree to comply with the Affidavit of Non-Discrimination.

Chief Executive Officer

Date

Board President

Date