

**United Way of New York State  
Non-Discrimination Policy Implementation Guidelines June 2018**

**CULTURAL DIVERSITY STATEMENT/ Non-Discrimination Policy**

Approved by the Board June 5, 2018

We understand that United Way of New York State is strong as an organization and central to our members because of the respect, dignity and value we give to all individuals and because we aspire to involve people from all segments of our members in every aspect of our work. We believe that to fully understand a problem, it is important to actively listen to members who are impacted.

United Way of New York State prohibits discrimination on the basis of age, race, creed, color, national origin, sexual orientation, military status, gender, gender identity, sexual orientation, disability, pregnancy, familial status, predisposing genetic characteristics, citizenship status, religious beliefs, marital status or domestic violence victim status.

The United Way of New York State requires any organization that receives funding via direct or subcontract funding to adhere to this policy in the provision of funded services.

As a recipient of United Way New York funding, any organization will not and does not exclude, deny benefits to or otherwise discriminate against any person on the basis of age, race, creed, color, national origin, sexual orientation, military status, gender, gender identity, sexual orientation, disability, pregnancy, familial status, predisposing genetic characteristics, citizenship status, religious beliefs, marital status or domestic violence victim status in its admission to, participation in or receipt of services, benefits and/or employment, whether carried out directly or through a contracted entity.

In regards to hiring and employment, United Way of New York State is an Equal Opportunity Employer. United Way of New York State prohibits discrimination in hiring and employment on the basis of age, race, creed, color, national origin, sexual orientation, military status, gender, gender identity, sexual orientation, disability, pregnancy, familial status, predisposing genetic characteristics, citizenship status, religious beliefs, marital status or domestic violence victim status.

**IMPLEMENTATION:**

**Implementation of all board policies are to be carried out by staff.**

President and CEO will distribute this policy to board, staff and key volunteers.

Vice-President will notify subcontracting entities (i.e. 2-1-1 New York).

**PUBLIC NOTIFICATION/ Communication Plan:**

Communications Plan: United Way NYS will not make a proactive outreach on our updated policy.

General Public: It is recommended that a proactive public outreach is not undertaken. The new Diversity Policy will be posted to our website.

Donors/Volunteers: No outreach at this time; available on our website.

Staff: Staff will be notified of new diversity plan on June 6, 2018.

Funded Agencies: 2-1-1 New York, will be notified on June 6, 2018. Language will be incorporated into the 9/1/18 subcontract agreement with 2-1-1 Lead Organizations and providers.

As concerns come to our attention, they will be investigated by President and CEO..

{END of Document}