



NONDISCRIMINATION POLICY

Board Approved September 25, 2023

Employment

The Community Foundation of the Dan River Region follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, pregnancy, veteran status, military obligations, marital status, disability, political affiliation, and belief. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations.

Gifts

The Foundation will not accept gifts which are intended to discriminate against any person or organization.

Grantmaking

No person in the United States shall, on the basis of actual or perceived race, color, religion, national origin, sex, gender identity (as defined in paragraph 249(c)(4) of title 18, United States Code), sexual orientation, marital or parental status, political affiliation, military service, or any other improper criterion be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available by The Foundation, and any other program or activity funded in whole or in part with funds appropriated for grants, cooperative agreements, and other assistance administered by The Foundation.