



**THE VILLAGE INITIATIVE INC.
DIVERSITY and INCLUSION Policy
Board Approved 2019**

The Village Initiative Inc. prohibits discrimination in service provision and employment practices and is committed to fostering an organization that respects and appreciates diversity and inclusion in its governance, employment, and service provision. It is the policy of The Village Initiative Inc. to afford equal employment opportunity administered in compliance with federal, state, and local laws to qualified individuals regardless of their race, color, gender, age, religion, national origin, citizenship, physical or mental abilities or characteristics, sexual orientation, gender identity or expression, genetic information, veteran status, economic status, or other protected group status. The Village Initiative Inc. complies with all applicable federal, state, and local laws, regulations, and ordinances. In keeping with the intent of this policy, The Village Initiative Inc. will adhere to the following practices:

Governance: The Village Initiative Inc. will continue work to recruit individuals who will bring diversity and varying points of view and life experiences to its Board of Directors.

Employment: Recruitment, hiring, and promotion of individuals in all job classifications will be conducted without regard to race, color, religion, sex, national origin, citizenship, age, physical or mental disability, sexual orientation, gender identity or expression, veteran status, economic status or other protected group status, except where a bona fide occupational qualification exists. All other personnel actions, such as compensation, benefits, transfers, promotions, training and development, educational assistance and social and recreational programs, will be administered without regard to race, color, religion, sex, national origin, age, physical or mental disability, sexual orientation, citizenship, gender identity or expression, veteran status economic status or other protected group status.

Hiring and promotional decisions will be made in accordance with the principles of equal employment opportunity. Employment openings and services offered will be promoted through means and media that target communities as defined above (for example promote opportunities using media that target LGBT communities, communities of color, etc.).

Service Provision: It is further the policy and practice of The Village Initiative Inc. to provide housing and support services to all persons regardless of race, color, gender, age, religion, national origin, citizenship, physical or mental abilities or characteristics, sexual orientation, gender identity or expression, genetic information, veteran status, economic status, other protected group status or underserved populations.

The Village Initiative Inc. adopts a cultural competency philosophy that fosters an environment throughout the organization that recognizes the differences in each of us, capitalizes on our strengths and maximizes our individual and collective potential. Toward this end, The Village Initiative Inc. will seek to assure that its governance, employment, and service provision reflect and promote the diversity of the community and will support efforts to end discrimination and disparities among diverse and underserved populations.