

30 April 2024

SUBJECT: Founders in Training Non-Discrimination Policy

Founders in Training is committed to creating an inclusive and equitable environment for all participants, employees, volunteers, and partners. We believe that diversity enriches our program and fosters innovation. This policy outlines our strict stance against discrimination of any kind.

### **Protected Characteristics**

Founders in Training prohibits discrimination on the basis of the following protected characteristics:

- Race
- Color
- Religion
- Sex (including pregnancy, gender identity, and sexual orientation)
- National Origin
- Age (40 or older)
- Disability
- Genetic Information
- Veteran Status
- Any other characteristic protected by federal, state, or local law

### **Scope**

This policy applies to all areas of our program and operations, including but not limited to:

- Recruitment and hiring
- Promotions and compensation
- Training and development
- Program participation
- Interactions with partners, volunteers, and the community
- Termination

### **Reporting Discrimination or Harassment**

Any individual who experiences or witnesses discrimination or harassment, as defined by this policy, is strongly encouraged to report it immediately to [Designated Contact Person - include title, email, and phone number]. All reports will be taken seriously and investigated promptly and confidentially.

## **Retaliation Prohibited**

Founders in Training strictly forbids retaliation against anyone who makes a good-faith report of discrimination or harassment, or who participates in an investigation. Retaliation is a serious violation of this policy and will result in disciplinary action.

## **Commitment to Diversity and Inclusion**

Founders in Training goes beyond non-discrimination. We actively promote diversity and inclusion in all facets of our organization. We will [Outline specific actions, for example: provide diversity training, partner with organizations serving underrepresented groups, etc.]

## **Review and Updates**

This policy will be reviewed periodically and updated as needed to ensure compliance with legal regulations and our commitment to creating a just and equitable environment for all.

## **Additional Considerations**

- Clear Definitions: Define important terms such as "discrimination" and "harassment."
- Complaint Procedure: Outline a step-by-step process for filing and investigating complaints.
- Consequences: Specify the disciplinary actions that will be taken for violations of this policy.

Signed for the Board,



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