

NON-DISCRIMINATION POLICY

It is the policy of The VOIC Community Economic Development Corp. to maintain a business and learning environment free of all forms of discrimination.

Overall Policy

It is the policy of The VOIC to maintain a working and learning environment free of all forms of discrimination.

Equal Opportunity

The VOIC affords equal opportunity to all employees and prospective employees without regard to race, color, sex, gender, sexual orientation, religion, age, marital status, disability, veteran status or national origin or other criteria protected by law.

Inclusion

The VOIC is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that activities and employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is therefore The VOIC's policy not to discriminate in offering access to its programs and activities or with respect to employment terms and conditions on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

Prohibitions

The VOIC prohibits discrimination on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, genetic information, and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of individuals in its programs and activities, or in employment and application for employment. Furthermore, Non Profit Learning Institute's policy includes prohibitions of harassment of program participants, customers, and employees, i.e., racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.

Inquiries

Any inquiries regarding The VOIC's non-discrimination policies should be brought to the attention of The VOIC Executive Board by calling (209) 831-3042 or email info@thevoic.org.

The VOIC, 213 W. 11th Street, Tracy, CA 95376

www.thevoic.org