

# **Pikes Peak United Way Inclusion and Nondiscrimination Policy Approved by Board of Trustees 06/23/09**



## **Background**

Pikes Peak United Way responds to important community needs and problems by developing effective strategies that address the underlying causes of those problems. To achieve this ambitious goal, Pikes Peak United Way must:

- Respond to the important interests and needs of everyone in our community
- Marshal the resources of the entire community in response to those issues and needs.

## **Position on Inclusiveness**

Pikes Peak United Way embraces inclusiveness, diversity and equal opportunity as core values. Inclusion requires actively acknowledging, respecting and responding to the diversity of our community. We understand that our community is stronger and our mission more likely to be realized when the gifts of all people are valued, embraced and maximized.

Agencies supported by United Way are strongly encouraged to reflect these core values in their missions, goals and strategic directions, as well as at all levels of organizational decision-making.

## **Statement of Non-Discrimination**

Pikes Peak United Way seeks to engage the entire community in our work without regard to race, creed, religion, national origin, color, ethnicity, age, gender, disability, sexual orientation, gender expression, marital status, veteran status or socio-economic status.

Programs supported by UW funding must ensure that no qualified persons are denied needed or desired services, employment or the opportunity to volunteer based on race, creed, religion, national origin, ethnicity, age, gender, disability, sexual orientation, gender expression, veteran status or socio-economic status.