

AZFH Non-Discrimination Policy

Arizona's Family to the Homeless Inc. is committed to providing an inclusive and welcoming environment for all members of our community. We do not discriminate based on race, color, religion, sex, national origin, disability, age, genetic information, sexual orientation, gender identity, or any other characteristic protected by law.

1. Policy Statement We are dedicated to ensuring that all individuals are treated with respect and dignity. Discrimination, harassment, and retaliation are strictly prohibited and will not be tolerated.

2. Definitions

- **Discrimination:** Unfair treatment of individuals based on protected characteristics.
- **Harassment:** Unwelcome conduct that creates a hostile, intimidating, or offensive environment.
- **Retaliation:** Adverse actions taken against individuals for reporting discrimination or investigating.

3. Reporting Procedures Employees, volunteers, and community members are encouraged to report any incidents of discrimination or harassment. Reports can be made to Arizona's Family to the Homeless Administrator at hello@azfamilytothhomeless.com. All reports will be taken seriously and investigated promptly.

4. Protection Against Retaliation We strictly prohibit retaliation against anyone who reports discrimination or harassment or participates in an investigation. Retaliation is a serious violation of this policy and will be subject to disciplinary action.

5. Confidentiality We are committed to maintaining the confidentiality of individuals who report discrimination or harassment, to the extent possible, while conducting a thorough investigation.

6. Investigation Process Upon receiving a report, Arizona's Family to the Homeless Inc. will conduct a fair and impartial investigation. The investigation will include interviews with the complainant, the accused, and any witnesses. The findings will be documented, and appropriate action will be taken based on the results.

7. Consequences for Violations of this policy will result in disciplinary action, which may include termination of employment or volunteer status.

8. Training and Education We will provide regular training and education on non-discrimination and harassment prevention to all employees and volunteers to ensure a safe and inclusive environment.

9. Diversity and Inclusion Goals We are committed to promoting diversity and inclusion within our organization. This includes setting specific goals and initiatives to enhance diversity among our staff, volunteers, and board members.

10. Board Member Requirements We strive to ensure that our board of directors reflects the diversity of the communities we serve. We encourage individuals from diverse backgrounds to apply for board positions.