

DIVERSITY POLICY

Approved by the Board of Directors on July 22, 2008

Heart of West Michigan United Way's mission has a foundation in the firm belief that all individuals should be treated with dignity and respect. We believe in the strength of diversity and the inherent worth of all individuals. Our policies reflect this belief and direct our employment practices, funding decisions, and volunteer recruitment. The purpose of this policy is to state the positive value of recognizing the importance of diversity in our community.

Employment

Heart of West Michigan United Way is committed to assuring equal opportunity and consideration to all qualified applicants and employees in matters pertaining to:

- Recruitment
- Hiring
- Training
- Promotions
- Total compensation
- Transfers and layoffs
- Termination

In the implementing this policy, Heart of West Michigan United Way will seek personnel at all job levels within the organization without regard to race, color, religion, creed, age, sex, national origin or ancestry, marital status, veteran status, sexual orientation, genetic testing information, or status as a qualified disabled or handicapped individual.

Program Funding

Heart of West Michigan United Way is committed to ensuring that a wide range of programs are available to all individuals seeking services. Because resources are limited, Heart of West Michigan United Way focuses on high-priority services; especially for those individuals most at risk and with the least ability to help themselves. Any program supported by Heart of West Michigan United Way funding must operate in accordance with all state and federal law.

Volunteer Recruitment

Heart of West Michigan United Way is committed to the recruitment of volunteers within the organization without regard to race, color, religion, creed, age, sex, national origin or ancestry, marital status, veteran status, sexual orientation, or status as a qualified disabled or handicapped individual. United Way will seek volunteers who reflect and acknowledge the importance and value of diversity in our community.