Nondiscrimination Policy
Adopted April, 2016

Philosophy Regarding the Workplace
The organization is committed to treating employees and volunteers fairly and consistently. Employees and volunteers should treat each other with mutual respect. The environment should be safe, productive, and peaceful. Direct communication that values opinions and feelings is encouraged. Dedication to a common mission drives our conduct.

A. Nondiscrimination Policy
The Kellermann Foundation does not and shall not discriminate on the basis of race, national origin, ethnicity, citizenship, religion or creed, gender or gender expression, age, marital status, sexual orientation, disability, military status, or any other characteristic protected by law in any of its activities or operations. These activities include, but are not limited to, hiring, retention, promotion, benefits, compensation, or firing of staff; selection of volunteers and vendors; and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and other stakeholders. All staff are required to uphold and further this policy.

B. Qualified Individuals with Disabilities
The organization will make reasonable accommodations for qualified individuals with disabilities, if it can do so without undue hardship.

C. Harassment Prohibited
The employer is committed in all areas to providing a work environment that is free from harassment. Harassment based upon an individual’s sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics will not be tolerated. All employees and volunteers, including supervisors and other management personnel, are expected and required to abide by this policy. No person will be adversely affected in employment with the employer as a result of bringing complaints of unlawful harassment. Any employee engaging in improper harassing behavior will be subject to disciplinary action, including the possible termination of employment.