YOUNG & HEALTHY

BOARD POLICY

Title: Policy on Diversity, Inclusion, and Non-Discrimination

Date of Approval: September 28, 2022

Young & Healthy deeply values its community of volunteers and network of partnering organizations, including the charities, schools, associations, businesses, and faith-based organizations that participate in our volunteer programs. We are committed to creating a friendly environment where each individual is welcomed and respected.

Young & Healthy does not and shall not discriminate on the basis of race, color, religion (creed), sex, gender expression, age, national origin (ancestry), disability, physical ability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of professional and community volunteers, selection of vendors, and providing of services.

We believe that no person should be excluded from services, employment, or volunteer participation on the basis of race, color, religion (creed), sex, gender expression, age, national origin (ancestry), disability, physical ability, marital status, sexual orientation, or military status, or for any other discriminatory reason. Accordingly, we will not knowingly refer clients to organizations that engage in unlawful discriminatory practices.

Young & Healthy is expressly nonpartisan and not aligned with any political party. Young & Healthy will not knowingly refer clients, or otherwise provide resources to, any organization whose purpose is primarily or substantially partisan in nature.
Young & Healthy is not aligned with any religious belief. We invite faith-based organizations to participate in our volunteer programs so long as they meet our nonprofit partner eligibility criteria and fulfill a charitable purpose. Young & Healthy will not knowingly refer clients, or otherwise provide resources to, any organization whose purpose is to use that support for the purpose of religious proselytizing.

Young & Healthy is an equal opportunity employer. We shall not discriminate and will not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), sex, gender expression, age, national origin (ancestry), disability, physical ability, marital status, sexual orientation, military status or any other legally protected status recognized by federal, state or local law with respect to employment opportunities.

We are committed to providing an inclusive and welcoming environment for all clients, volunteers, partners, staff, contractors, and Board members. We endeavor to create a diverse Board of Directors. We aim to build relationships with a wide spectrum of partner organizations and charitable causes as we work to promote and activate volunteers to do good in our community.