



## **Jewish Jumpstart**

### **Non-discrimination Policy**

***Approved by the Board of Directors, June 29, 2008***

***Updated effective January 1, 2014***

RESOLVED, that the following Non-Discrimination Policy be, and hereby is, adopted as the policy of the Corporation until amended or repealed in accordance with applicable law:

It is the policy of Jewish Jumpstart not to engage in discrimination against or harassment of any person on the basis of age, race, color, ancestry, ethnicity, national origin, sex, sexual orientation, disability, genetic condition, genetic information, medical condition, religion, gender identity, gender expression, citizenship status, marital status, pregnancy status (including, but not limited to, pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), or veteran status, consistent with organizational necessity and the safe performance of tasks related to the mission of Jewish Jumpstart. This policy is intended to be consistent with the provisions of applicable local, state, and federal laws and regulations, as well as with Jewish Jumpstart's standards of quality and excellence. All Jewish Jumpstart directors, employees, and affiliates (including, but not limited to, independent contractors) are expected to conduct themselves in the workplace in a manner that is consistent with this policy.

In keeping with this policy, Jewish Jumpstart seeks to recruit, hire, train, and promote into available jobs the most qualified persons and to administer all operations, programs, and personnel matters (including, but not limited to, recruitment, selection, promotion, transfer, merit increase, compensation, benefits, training and development, demotion, and separation) in accordance with this policy. Jewish Jumpstart is an affirmative action/equal opportunity employer.