

# United Way of Miami County, Ohio

## DIVERSITY POLICY

Underlying the role and mission of the United Way of Miami County, Ohio is a firm belief in the dignity of all people. We reaffirm this belief in our policies which guide and direct our employment practices, program funding, volunteer recruitment, and service delivery.

Diversity, as defined by United Way of Miami County, Ohio, provides equal opportunity to all people without regard to sex, race, color, religion, ethnic or national origin, gender, sexual orientation, gender identity or expression, age, pregnancy, leave status, disability, veteran status, genetic information and/or any other characteristic or status protected by national, federal, state or local law. United Way of Miami County, Ohio promotes the full realization of this policy through the positive recognition of the value of diversity.

### Diversity and Employment:

United Way of Miami County, Ohio is fully committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters including recruitment, hiring, training, promotions, salaries and other compensation, transfer and layoff or termination.

In the implementation of this policy, United Way of Miami County, Ohio will aggressively seek personnel for all job levels within the organization without regard to sex, race, color, religion, ethnic or national origin, gender, sexual orientation, gender identity or expression, age, pregnancy, leave status, disability, veteran status, genetic information and/or any other characteristic or status protected by national, federal, state or local law. The intent of this policy is to reflect the positive value of diversity in the community.

### Diversity and Program Funding:

United Way of Miami County, Ohio is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to sex, race, color, religion, ethnic or national origin, gender, sexual orientation, gender identity or expression, age, pregnancy, leave status, disability, veteran status, genetic information and/or any other characteristic or status protected by national, federal, state or local law. In the implementation of this policy, United Way of Miami County, Ohio will continue to provide funding to programs that target underserved populations as identified through continuous community assessment. The intent of this policy is to provide funding to meet the needs of, and support the diversity of our community.

### Diversity and Volunteer Recruitment:

United Way of Miami County, Ohio is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to sex, race, color, religion, ethnic or national origin, gender, sexual orientation, gender identity or expression, age, pregnancy, leave status, disability, veteran status, genetic information and/or any other characteristic or status protected by national, federal, state or local law.

In the implementation of this policy, United Way of Miami County, Ohio will aggressively seek volunteers from the community who reflect and acknowledge the value of diversity, including, but not limited to minority group members, women, and the disabled.

### Diversity and Service Delivery:

United Way of Miami County, Ohio is fully committed to the delivery and provision of service to meet the needs of the community as identified through a continuous assessment process.

In the implementation of this policy, United Way of Miami County, Ohio will grant program funding to those organizations which demonstrate the commitment to provide service without regard to sex, race, color, religion, ethnic or national origin, gender, sexual orientation, gender identity or expression, age, pregnancy, leave status, disability, veteran status, genetic information and/or any other characteristic or status protected by national, federal, state or local law or which have as their legitimate stated purpose or mission the servicing of specific population segments.

### Responsibility:

In order to promote and value diversity, the active participation and support of all members of the organization will be required.