



## **Non-Discrimination and Anti-Racism Policy**

**Board Approved Updates: Nov 18, 2020**

### **Non-Discrimination**

The Boys & Girls Clubs of Greater Kalamazoo is committed to a policy of equal opportunity employment. The organization does not discriminate against employees or applicants for employment on any legally recognized basis, including, but not limited to, race, color, national origin, religion, height, weight, gender, gender identity, sexual orientation, marital status, veteran status, physical or mental disability, or age. The Boys & Girls Clubs of Greater Kalamazoo is firmly committed to this policy of non-discrimination and endeavors to provide an environment free from harassment or discrimination. Included in this non-discrimination policy are recruitment, training, promotion, compensation, disciplinary action and termination. Any job applicant or employee who feels they have received unfair treatment with regard to the above should contact the chairman of the Personnel Committee for discussion by the entire committee.

### **Anti-Racism**

The Club has adopted Boys & Girls Clubs of America's Stance Against Racism: Great futures for America's youth has always been our rallying cry. We can and must demand change to resolve the inequities and injustices facing black children and families. As a safe place where kids of all races and backgrounds are encouraged to have difficult conversations and stand up for what's right, Boys & Girls Clubs condemn all forms of racism and discrimination. Our country is long overdue for change, and we will continue using our national platform to help demand and deliver it. We are committed to continue working relentlessly to ensure:

- Staff and Board is well-trained in anti-racism and equity
- Programs are created through the lens of diversity, equity and inclusion
- Policies are reviewed and we close gaps that exist at the federal, state and local levels to help shape a robust and sustained advocacy strategy
- All partners are examined to ensure they represent racial justice and equity

The future of our nation rests in the hands of our youth and what we choose to do today to see them, stand with them and support them.