



**COMMUNITY
FOUNDATION**
of Northern Nevada

COMMUNITY FOUNDATION OF NORTHERN NEVADA NONDISCRIMINATION POLICY STATEMENT

I. Employment

The Community Foundation of Northern Nevada (“Community Foundation”) is committed to being an equal opportunity employer and does not discriminate in the provision of employment opportunities, benefits, or privileges. Our commitment includes avoiding discriminatory work conditions, refraining from unreasonably interfering with work performance, and not using biased evaluative standards in employment decisions based on an individual’s race (including traits associated with race such as hair texture and protective hairstyles), color, national origin, age, religion, disability status, gender, sexual orientation, gender identity, genetic information, or marital status.

Discrimination of this kind is strictly prohibited by federal, state, and local laws, including Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967, and the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these laws.

II. Grantmaking

No person in the United States shall be excluded from participating in, be denied the benefit of, or be subject to discriminations under any program or activity funded in whole or in part by the Community Foundation on the basis of actual or perceived race, color, religion, national origin, sex, gender identity (as defined in paragraph 249(c)(4) of title 18, United States Code), sexual orientation, marital or parental status, political affiliation, military service, physical or mental ability, or any other improper criterion. This applies to all programs and activities funded in whole or in part with funds appropriated for grants, cooperative agreements, and other assistance administered by the Community Foundation.

Individual granting may have criteria that limits applicants based on age, race, creed, color, ethnicity, national origin, religion, gender, sexual orientation, gender expression, age, physical or mental ability, pregnancy, veteran status, military obligations, and marital status, depending on the fund’s purpose and the identified population grant is intended to support.