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## **NONDISCRIMINATION POLICY**

### **BACKGROUND**

United Way of Ocean County requires all agencies that receive funding through the Allocation or Community Initiative processes or through special grant to comply with the nondiscrimination policy. The statement below must be approved and signed by action of the agency's governing body; and continued compliance with the statement must be annually certified by the agency and submitted to United Way.

### **POLICY**

**United Way of Ocean County is firmly committed to the policy of affording equal participation to all persons in the services funded by United Way and to equal opportunities for employees, volunteers, and applicants for employment and volunteer positions within United Way and the agencies it funds. Therefore, all persons seeking access to services, employment, volunteer work, or membership on a committee or governing body of United Way or its funded agencies will be accorded equal treatment, regardless of age, ancestry, color, creed, disabled veteran, marital status, national origin, qualified disabled individuals, race, religion, sex, sexual orientation, or veteran of the Vietnam war.**

**Certain agencies receive funding from sources that are obligated by federal or state funding laws to support programs restricted to targeted populations. Such restrictions are acceptable as provided by law.**

**United Way recognizes that many agencies have targeted client groups. Further, United Way underscores the distinction between targeted services vs. discriminatory practices. Targeted services result from a programmatic, not an administrative, decision based on the best treatment modality or service for a client or program participant.**

### **ANNUAL AGENCY CERTIFICATION OF COMPLIANCE WITH NON-DISCRIMINATION POLICY**

I certify that our organization is in compliance with the nondiscrimination policy.

Agency Name \_\_\_\_\_

Board President Name \_\_\_\_\_

Board President Signature \_\_\_\_\_ Date \_\_\_\_\_