

United Way of Henry County & Martinsville
Diversity Policy Statement

Revised: December 15, 2016

Adopted: December 12, 2001

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

Diversity, as defined by United Way, provides equal opportunity to all people without regard to individual's sex, race, color, national origin, age, religion, disability, sexual orientation, gender identity or any other legally protected characteristic. United Way promotes the full realization of this policy through the positive recognition of the value of diversity.

Diversity and Employment: United Way 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 will aggressively seek personnel for all job levels within the organization without regard to individual's sex, race, color, national origin, age, religion, disability, sexual orientation, gender identity or any other legally protected characteristic. The intent of this policy is to reflect the positive value of diversity in the community.

Diversity and Volunteer Recruitment: United Way is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to individual's sex, race, color, national origin, age, religion, disability, sexual orientation, gender identity or any other legally protected characteristic.

In the implementation of this policy, United Way 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 or any other protected group.

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