



Nondiscrimination Policy

Approved by Board of Directors: October 6, 2020

Employment

The Waukesha County Community Foundation (WCCF or Foundation) follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, pregnancy, veteran status, military obligations, and marital status. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations.

Grantmaking

No person in the United States shall, 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 be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available by the community foundation, and any other program or activity funded in whole or in part with funds appropriated for grants, cooperative agreements, and other assistance administered by the community foundation.

Reporting Violations

WCCF requests and strongly urges employees to report any violations, or possible or perceived violations, of this policy to supervisors or the Foundation President. Board members and volunteers are encouraged to report violations to the Foundation Board Chair or the Foundation President.

Discipline for Violations

In the case of Foundation employees, violation of the Foundation's Nondiscrimination Policy will result in disciplinary action, up to and including termination, depending on the nature and severity of the violation. Violations by members of the board and other volunteers may lead to dismissal from the board or committee on which the volunteer serves.