



United Way of the Dutchess-Orange Region

DIVERSITY POLICY STATEMENT

Board Approved –August 10, 2016; Board Reviewed April 14, 2020

Underlying the role and mission of United Way of the Dutchess-Orange Region, Inc. is a firm belief in the dignity of all people. We reaffirm this belief in our policies which guide and direct our employment practices, program funding, volunteer recruitment, and service delivery.

Diversity, as defined by United Way of the Dutchess-Orange Region, begins by assuring equal opportunity to all people without regard to race, creed, color, religion, marital status, veteran status, sexual orientation, disability, sex, age, or national origin. United Way promotes the full realization of this policy through the positive recognition of the value of diversity and respect for all people.

Diversity and Employment:

United Way of the Dutchess-Orange Region 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 seek to build a diverse staff that reflects and appreciates the community it serves.

Diversity and Program Funding:

United Way of the Dutchess-Orange Region is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to race, creed, color, religion, marital status, veteran status, sexual orientation, disability, sex, age, or national origin. In the implementation of this policy, United Way will continue to provide funding to programs that target underserved populations as identified through continuous community assessment. The intent of this policy is to provide funding to meet the needs and support all segments of our diverse community.

Diversity and Volunteer Recruitment:

United Way of the Dutchess-Orange Region is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to race, creed, color, religion, marital status, veteran status, sexual orientation, disability, sex, age, or national origin.

In the implementation of this policy, United Way will seek volunteers from the community who reflect and appreciate the diversity of the communities we serve.

Diversity and Service Delivery:

United Way of the Dutchess-Orange Region is fully committed to the delivery and provision of service to meet the needs of the community as identified through an ongoing assessment process.

In the implementation of this policy, United Way will grant community fund dollars to those organizations which demonstrate the commitment to provide service without regard to race, creed, color, religion, marital status, veteran status, sexual orientation, disability, sex, age, or national origin or which have as their legitimate stated purpose or mission the servicing of specific population segments.

Responsibility:

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