



**United Way of
Callaway County**

Non-Discrimination Policy

OUR MISSION

The mission of the Callaway County United Way is to improve, consistently and measurably, the quality of life for all the people of Callaway County by raising and distributing funds, mobilizing community resources, and encouraging innovative solutions to the community's health and human service needs, while being aware of our environmental responsibilities.

NON-DISCRIMINATION POLICY

- Every person in our community is of value and has the right to pursue his/her personal goals and aspirations;
- Every person deserves to have access to the resources that help him/her grow to his/her greatest potential;
- Therefore, the United Way seeks to hire and promote individuals, recruit volunteers and fund any agency or program without regard to race, creed, religion, color, gender, sexual orientation, disability, marital status, veteran status, national origin, or age.

The Callaway County United Way's non-discrimination policy applies to all of the agencies with which we work. Determination of an agency's exclusionary policy or practice should be made through the allocation review process. Targeted services as a matter of policy are not considered discrimination.

This policy covers the entire organization and applies to staffing, volunteers, the board and programs/agencies we fund.

Board Approved: February 2015