

# **GOAL ACADEMY POLICY**

## **GOAL Human Resource Policy and Process**

**Section:** Staff

**Policy Number:** G-3

**Policy Name:** GOAL Non-Discrimination Sample Notice and Equal Opportunity Statement

**Approval Authority:** Board of Directors

**Responsible Executive:** Chief Human Relations Officer

**Responsible Office:** Human Resources

**Originally Issued:** 7/2018

### **Revisions:**

#### **1. Policy Statement**

GOAL Academy does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

#### **2. Reason for Policy**

GOAL Academy is committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

#### **3. Who Should Read This Policy**

All GOAL Academy Staff

#### **4. Related Documents**

GOAL Academy Staff Handbook

#### **5. Contacts**

Chief Human Relations Officer

Director of Human Resources

#### **6. The Policy**

GOAL Academy does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These

activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

GOAL Academy is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.