



# VETERANS CUTS

## Non-Discrimination Policy

Veterans Cuts is committed to providing equal opportunities, benefits, and services to all individuals participating in or seeking assistance from our organization. We firmly believe in the inherent worth and dignity of every person and are dedicated to maintaining an inclusive and supportive environment for all.

- 1. Equal Treatment:** Veterans Cuts does not discriminate or tolerate discrimination against any individual based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other characteristic protected by applicable federal, state, or local law. All decisions regarding participation, employment, volunteer involvement, program access, and provision of services will be made without regard to these factors.
- 2. Board of Directors and Executive Branch:** Veterans Cuts ensures that our Board of Directors and Executive Branch adhere to the non-discrimination policy and actively work to promote and foster an inclusive environment throughout all levels of the organization.
- 3. Program Access:** Veterans Cuts will ensure equal access to programs, benefits, and services for all individuals, regardless of their protected characteristics. We will strive to eliminate any barriers that may hinder or restrict access and provide reasonable accommodations to facilitate participation whenever possible.
- 4. Employment Opportunities:** Veterans Cuts is an equal opportunity employer. We recruit, hire, train, and promote employees based on qualifications, merit, and abilities, without discrimination. Opportunities for employment and advancement will be available to individuals solely based on their qualifications and performance in accordance with applicable laws.
- 5. Harassment Prevention:** Veterans Cuts is committed to providing a work environment free from harassment, including but not limited to harassment based on protected characteristics. We will promptly address any complaints of harassment brought by employees, volunteers, or program participants and take appropriate actions to prevent its recurrence.
- 6. Complaint Procedure:** Individuals who believe they have been subjected to discrimination, harassment, or retaliation are encouraged to report their concerns promptly. Complaints may be made to the Executive Director or any designated person(s) responsible for handling such matters. All complaints will be thoroughly, and promptly investigated, and appropriate remedial action will be taken.
- 7. Confidentiality:** Veterans Cuts will handle all complaints and investigations with confidentiality to the extent possible while conducting a thorough and fair inquiry. Only individuals with a legitimate need to know will have access to the information gathered during the investigation.
- 8. Non-Retaliation:** Retaliation against any individual who exercises their rights, reports a complaint, or participates in the investigation process is strictly prohibited. Individuals found to engage in retaliation will be subject to disciplinary action, up to and including termination or removal from their role within the organization.

By adhering to this non-discrimination policy, Veterans Cuts seeks to ensure that all individuals, including veterans, feel valued, respected, and supported throughout their engagement with our organization. We continually strive to create an environment that promotes equal opportunities and diversity in all aspects of our work.

Veterans Cuts is an equal opportunity employer.

Dated December 20, 2023