



Nondiscrimination Policy FAQs

Policy Details

All organizations applying for a grant must provide and upload their organizational Nondiscrimination Policy that meets federal guidelines as is consistent with your organization's legal requirements. There are no requirements regarding the specific content of your organization's nondiscrimination policy.

Q: *Do small organizations with few employees need a nondiscrimination policy?*

A: Yes. We require that organizations of every size certify that they have a nondiscrimination policy. Federal and state mandates vary based on number of employees. We believe nondiscrimination is important for our entire community regardless of the size of your organization, so we require every applying organization to submit a policy.

Q: *Do religious based organizations need a nondiscrimination policy?*

A: Yes. As has always been true, faith-based organizations are welcome to apply. We recognize and accept that some organizations may be exempt from certain legal requirements related to nondiscrimination under a "ministerial exception" or as a religious organization or religious educational institution as outlined by law. We further recognize and accept that some institutions may hold the position that they are exempt from certain legal requirements under the Religious Freedom Restoration Act or comparable state law. However, we do require all organizations to share their nondiscrimination policy as is consistent with their legal requirements.

Q: *Our organization does not have a nondiscrimination policy. How can we get one?*

A: In general, a nondiscrimination policy confirms that your organization [does not discriminate against federally-protected classes of people](#) in hiring. You can [view the Community Foundation Nondiscrimination Policy here](#). The Equal Employment Opportunity Commission gives some great [tips for small businesses](#) to create a good non-discrimination policy and there are many simple examples from reputable sources online. An attorney can also direct you to a policy for your organization and advise if you have questions. Here is a great resource to guide you: [Jennifer Craighead \(Barley Snyder\) Non-discrimination Policy Webinar](#).