

## **Anti-Hate Policy**

The Lancaster County Community Foundation will not accept funds from donors and will not knowingly make grants to nonprofits that the Foundation believes, in its sole discretion, intend to support or engage in hateful activities, whether online or offline.

We recognize that social, racial, and economic injustices persist in our community and in the world and appreciate our unique role as servant leaders and bridge builders to address the root causes of these systemic issues. If the Foundation gains knowledge of a public charity that is engaged in hateful activities, we will not permit grants to that organization.

Hateful activities are defined to mean activities that intend to incite violence against, dehumanize, intimidate, harass, threaten, or defame an individual or group based upon their actual or perceived race, color, religion, national origin, ethnicity, immigration status, gender, gender identity or expression, sexual orientation, or disability.