



## **Non-Discrimination Policy**

It shall be the policy of Dementia Alliance of North Carolina not to discriminate on the basis of race, color, religion, national origin, sex, gender, age, disability, marital or familial status, sexual orientation, or any basis prohibited by law. It shall be the goal of the organization to promote and maintain a high level of diversity in all of its offices and projects. Sexual harassment anywhere in the organization shall not be permitted. Dementia Alliance shall foster the full and independent participation of each client, staff member, and volunteer in all of its offices and projects. To this end, reasonable accommodation for disabilities shall be granted readily in employment matters and in all projects unless to do so would impose an undue hardship or burden on the organization. More specifically:

Dementia Alliance of North Carolina shall not discriminate on the basis of race, color, religion, national origin, sex, gender, age, disability, marital or familial status, or sexual orientation in the provision of any of its services to clients.

Dementia Alliance of North Carolina shall not discriminate on the basis of race, color, religion, national origin, sex, gender, age, disability, marital or familial status, union activity, or sexual orientation in any matter of employment, including hiring, compensation, promotion, access to training, or any other terms and conditions of employment.

Dementia Alliance of North Carolina shall not discriminate on the basis of race, color, religion, national origin, sex, gender, age, disability, marital or familial status, or sexual orientation in the recruitment for, or assignment of, any volunteer activity, which includes participation on the governing board and any advisory council.

Dementia Alliance of North Carolina shall not discriminate on the basis of race, color, religion, national origin, sex, gender, age, disability, marital or familial status, or sexual orientation in the selection of vendors, or other contractors, for goods and services.

Dementia Alliance of North Carolina shall not permit, tolerate, or condone sexual harassment by staff or volunteers in the provision of services to clients, in matters of employment, or anywhere else in the organization. Sexual harassment is any express or implied request for unwanted sexual favors as a condition for providing legal services or as a condition of employment; it is also any unwanted verbal or physical contact of a sexual nature, or any other conduct that creates an intimidating, hostile, or offensive work or program environment.

Adopted January 8, 2019  
Board of Directors, Dementia Alliance of NC