

United Way of Effingham County Race & Ethnicity Statement of Non-Discrimination

The United Way of Effingham County seeks to represent the broadest possible constituency, including people from a range of backgrounds and points of view. In its employment, volunteer recruitment and direct service programming, the United Way of Effingham County does not discriminate based on race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity, disability, or status as a veteran.

United Way of Effingham County also provides funding to sovereign participating organizations to help accomplish its mission. In this context, we implement our philosophy of non-discrimination by investing in and maintaining a network of participating organizations that embrace a wide range of special constituencies and address local community needs; needs that each individual agency may not address in their respective mission statements. United Way of Effingham County does expect all participating organizations to be in compliance with applicable nondiscrimination laws.

United Way of Effingham County Diversity Statement

United Way of Effingham County is committed to developing and utilizing the diverse talents and energies of all staff, volunteers, and directors. We respect all people throughout Effingham County who are touched by our organization without regard to their differences or similarities. Our actions and behaviors must demonstrate and confirm our respect for each other and each other's contributions.

We believe that providing an inclusive and diverse environment will encourage the original thought, innovation and quality collaboration necessary to support a great non-profit organization. Developing and managing a strong, diverse organization is essential to achieving our objectives. Because we see diversity as an asset, we will attract and fully develop talent from the full range of our cultural base.

To reinforce this commitment in our daily work, all activities, policies, practices, and procedures are to be carried out in accordance with this policy and to all laws governing our industry, including local, state and federal laws. Staff, volunteers, and directors are personally responsible and accountable for ensuring that her/his actions and behaviors reflect this policy.