



## Non-Discrimination Policies

### NON-DISCRIMINATION- Hiring and Employment

The Foundation is an Equal Employment Opportunity employer.

It is the policy of the Foundation not to discriminate against any employee or applicant for employment on the basis of sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation.

Accordingly, all recruiting, hiring and promoting for all job classifications is made without regard to sex, gender or gender identity and expression; race; color; national origin; religion; creed; age; physical or mental ability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation. Only valid requirements for promotional opportunities are imposed. LCCF makes every effort to ensure that all personnel actions, such as compensation, benefits, recruitment, transfer, promotions, layoffs, rehires from layoffs, company sponsored training, education programs, company sponsored social recreational programs and use of company facilities, will be administered without regard to sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation. In addition to employees and applicants for employment, this policy also applies to all volunteers, donors, and vendors of the Foundation.

### NON-DISCRIMINATION- Grant Partner

The Foundation is committed to non-discrimination in its grantmaking.

It is the policy of the Foundation not to discriminate against any grant partner/ grant partner employees or grant applicant organization/ employees on the basis of sex, gender or gender identity and expression; race; color; national origin; religion; creed; age; physical or mental ability; citizenship; marital or domestic partnership status; sexual orientation; genetic predisposition; military or veteran status; or any other characteristic protected by federal, state or local law, rule or regulation.