



Nondiscrimination Policy

About Our Nondiscrimination Policy

ExtraGive is committed to upholding best practices for nonprofit organizations. This includes providing donor transparency to legally-required nondiscrimination policies in an organization's hiring and promotion.

ExtraGive believes strongly that our community donors deserve to have easily accessible information about the causes and organizations they choose to support. Nondiscrimination policies are one way donors can ensure they understand more fully about the organizations they are supporting.

Policy Details

All organizations intending to participate in ExtraGive 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 each organization's nondiscrimination policy, but it does need to be available to donors.

All organizations who have participated in ExtraGive in the past are welcome to apply by sharing their nondiscrimination policy as it applies to their organization.

Rationale: One of the goals of ExtraGive is to strengthen our community by connecting donors with useful, relevant information about the causes and organizations they support. Like having an independent audit or financial review, it is a best practice for an organization in the community benefit sector to have an organizational nondiscrimination policy in its hiring and promotion.

This document helps demonstrate the organization's commitment to not allow discrimination based on any characteristic protected by federal, state, or local law or regulation. Donors will have the freedom to choose to view your document if they are interested. This approach creates transparency for our community. The Community Foundation does not require specific verbiage and is not conducting any legal analysis of organizational approaches.

Nondiscrimination Policy FAQs

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 participating 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.