

ORIE MAHARAJ FAMILY FOUNDATION, INC

NON-DISCRIMINATION STATEMENT & POLICY

Adopted by the Board of Directors on 01/29/2018

Address updated: 08/20/2019

ORIE MAHARAJ FAMILY FOUNDATION, INC (OMFF) does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

OMFF is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

In accordance with Federal civil rights law and OMFF civil rights regulations and policies, the OMFF, its Agencies, offices, and employees, and institutions participating in or administering OMFF programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by OMFF (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible Agency or OMFF's TARGET Center at (406)599-5089 (voice and TTY) or contact OMFF via email at: info@oriemaharaj.org . Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, write a letter addressed to OMFF and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (406)599-5089. Submit your completed form or letter to (406)599-5089 by: (1) mail: Orie Maharaj Family Foundation, Inc., Office of the Secretary for Civil Rights, 6560 Alberta Dr. Colorado Springs, Colorado, 80918; (3) email: info@oriemaharaj.org

OMFF is an equal opportunity provider, employer, and lender.