

Community Foundation of Johnson County

Nondiscrimination and Diversity Policy

The Community Foundation of Johnson County (Community Foundation) does not and shall not discriminate on the basis of race, color, religion, creed, sex, gender identity, gender expression, age, national origin/ancestry, disability, marital status, sexual orientation, veteran status, military obligations or status, or HIV/AIDS diagnosis in any of its activities or operations. These activities include, but are not limited to, hiring and termination of staff, recruitment of board members, 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, donors, grantseekers, volunteers, subcontractors, vendors, and clients.

Employment

The Community Foundation of Johnson County is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, and advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on any of the above-noted grounds.

Diversity Policy

The Community Foundation of Johnson County seeks to promote access, equity, and inclusiveness, and to discourage discrimination that denies the essential humanity of all people. The Community Foundation had adopted this policy regarding grants made from, and/or approved by the Community Foundation.

Grantmaking and Programs

I. Grants from Discretionary Funds of the Community Foundation of Johnson County:

The Community Foundation will not illegally discriminate in its discretionary grantmaking, nor will it knowingly make discretionary grants to organizations that illegally discriminate in any way, on the basis of actual or perceived race, color, creed, religion, national origin or ancestry, sex, gender identity, sexual orientation, marital or parental status, political affiliation, governance, ethic, military status, physical or mental ability, medical condition, genetic information or any other improper criterion.

No program or activity funded in whole or in part with discretionary grants from the Foundation (including programs operated by the Foundation) may illegally discriminate on the basis of any of the above factors. Illegal discrimination may include but would not be limited to denial of services, employment, or volunteer opportunities to any class of individuals in a manner that adversely restricts opportunities to that class of individuals.

Discretionary grantmaking may be approached in a way that limits eligible grant applicants if it is for a clearly articulated charitable and programmatic purpose. Similarly, discretionary grants

may be made to organizations that limit their activities in the same way. For example, grants or organizations may target or restrict their efforts to specific underserved populations to improve access to services and outcomes.

The Community Foundation may make grants to religious organizations for the purpose of providing services for a community benefit but will make no discretionary grants to support in whole or in part religious or sectarian activities that attempt to convert a person to a particular faith or perspective, nor to services that require participation in such religious or sectarian activities.

II. Grants from Non-Discretionary Funds (Donor Advised Funds, Designated Funds, and Other Funds with Donor Involvement):

The Community Foundation encourages the donors of non-discretionary funds to promote access, equity and inclusiveness through their recommended designation of beneficiaries and to discourage discrimination that denies the essential humanity of all people.

The Community Foundation has a responsibility to respect the expressed wishes of donors. Accordingly, the Foundation will consider some grant recommendations from donor advised funds and designated funds that would not otherwise comply with its policy on discretionary grantmaking as stated in Section I above in order to honor the donor's intent as indicated in the governing instrument establishing the donor's fund. Specifically, the Foundation recognizes the Religious Entities Exemption in the Employment Non-Discrimination Act as related to houses of worship, parochial and similar religious schools, missions, and certain other religious organizations.

The Foundation reserves the right to accept or reject any fund, or recommended grant from any fund, which does not substantially comply with its policy as stated in Section I above.

III. Grants from Scholarship Funds

The Community Foundation will not illegally discriminate in the awarding of scholarships on the basis of any of the criteria listed in Section I above.

Scholarship fund criteria may limit eligible applicants if it is for a clearly articulated charitable and programmatic purpose. For example, scholarships may be targeted toward specific underserved populations to improve access to educational opportunities.

Scholarships that are limited to members of specific religious faiths, or which use religious principles as evaluation criteria, must have a clearly articulated charitable and programmatic purpose. Because it is not the Community Foundation's place to evaluate an applicant's adherence to religious principles, such scholarship funds must be designated to an intermediary organization (such as a religious college or university) rather than foundation-managed scholarships reviewed by the Community Foundation's scholarship committees.

Amended & Board Approved July 18, 2019