



## Non-Discrimination Policy (client)

Date Approved: \_\_\_\_\_

Date Revised: \_\_\_\_\_

CASA of the Fox Cities (CASAFC) recognizes, respects, promotes, and celebrates the value of cultural diversity. We administer our program and services to all persons (clients and families) without discrimination based on age, race, ethnicity, national origin (ancestry), color, religion (creed), gender, gender identity, gender expression, sexual orientation, disability, or physical challenge.

CASAFC clients and their families are also protected against retaliation. Acts of retaliation against a client and/or family member for reporting discrimination or harassment, whistleblowing, or the exercise of any appeal or grievance right provided by law will *not* be tolerated at CASAFC.

CASAFC clients and their families who believe that they have been subjected to discrimination, harassment, or retaliation should contact CASAFC staff as described in the following section.

If the concern involves a volunteer, please contact the Program Director. If the concern involves a staff member, please contact the Executive Director. If the concern involves the Executive Director, please contact the Board Chair, who will forward you to the current personnel chair.

Program Director: Whitney Moscinski 920.257.4733

Executive Director: Dawn Gohlke 920.257.4733

Personnel Chair: Board Member\* boardchair@casafc.org

\*This position is held by a board member and changes periodically.

CASAFC is committed to an organization free of unlawful discrimination, harassment, and retaliation. CASAFC will take prompt action when a CASAFC employee or non-employee is found to have engaged in discrimination, retaliation, or harassment (including sexual harassment) that may result in disciplinary actions up to termination of employment or dismissal from a volunteer position.