

# 21 & Change, Inc.

## **NON-DISCRIMINATION AND EEO POLICY**

**AS OF: 8 SEPTEMBER 2018**

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### **Preamble**

21 & Change, Inc. [hereafter referred to as “corporation”] requires directors, officers, employees and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the corporation, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable federal, state and local laws and regulations.

### **Non-Discrimination Policy**

21 & Change, Inc. 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, and vendors.

### **Equal Employment Opportunity**

21 & Change, Inc. 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 basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

### **Policy Update**

This policy will be updated or rewritten as required, but no less than every two years.

Point of contact for this policy is John Bodor  
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Policy approved by the Board of Directors on 8 September 2018.