



THE COMMUNITY FOUNDATION  
*of* FREDERICK COUNTY

*For Good. Forever. For Frederick County.*

## THE COMMUNITY FOUNDATION OF FREDERICK COUNTY

### Nondiscrimination Policy

As approved by the Board of Trustees on October 28, 2016

#### **Employment**

The Community Foundation of Frederick County follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, pregnancy, veteran status, military obligations, and marital status. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations.

#### **Grantmaking and Scholarships**

The Community Foundation of Frederick County does not discriminate in awarding grants and scholarships and mandates that its grantees do not discriminate based upon the following policy statement: No person in the United States shall, on the basis of actual or perceived race, color, religion, national origin, sex, gender identity (as defined in paragraph 249(c)(4) of title 18, United States Code), sexual orientation, marital or parental status, political affiliation, military service, physical or mental ability, or any other improper criterion be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available by the Community Foundation, and any other program or activity funded in whole or in part with funds appropriated for grants and scholarships, cooperative agreements, and other assistance administered by the Community Foundation.