



**Beaufort County
United Way**

Diversity Policy

Underlying the role and mission of the Beaufort County United Way, is a firm belief in the dignity of all people. We reaffirm this belief in our policies, which guide and direct our employment practices, program funding, and volunteer recruitment. The intent of this policy is to reflect the positive value of diversity in the community and to reflect the spirit of diversity as well as the actual wording.

Diversity, as defined by the Beaufort County United Way, provides equal opportunity to all people without regard to race, creed, color, gender, religion, marital status, disability, sex, age, national origin, or ancestry. Beaufort County United Way promotes the full realization of this policy through the positive recognition of the value of diversity.

Diversity and Employment:

The Beaufort County United Way is fully committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters including recruitment, hiring, training, promotions, salaries, and other compensation, transfers, and layoffs or termination.

In the implementation of this policy, the Beaufort County United Way will seek personnel for all job levels within the organization without regard to race, creed, color, gender, religion, marital status, disability, sex, age, national origin, or ancestry. The intent of this policy is to reflect the positive value of diversity in the community.

Diversity and Program Funding:

The Beaufort County United Way is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to race, creed, color, gender, religion, marital status, disability, sex, age, national origin, or ancestry. In the implementation of this policy, the Beaufort County United Way will continue to provide funding to programs that target specific populations. Programs supported by United Way funds must be open to all people within that targeted population and programs may not discriminate within that specific targeted population. The intent of this policy is to provide funding to meet the needs of, and support the diversity of our community.

In the implementation of this policy, the Beaufort County United Way will grant program funding to those organizations which demonstrate the commitment to provide service without regard to race, creed, color, gender, religion, marital status, disability, sex, age, national origin, ancestry or which have as their legitimate stated purpose or mission, the servicing of specific population segments.

Diversity and Volunteer Recruitment:

The Beaufort County United Way is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to race, creed, color, gender, religion, marital status, disability, sex, age, national origin, or ancestry.

In the implementation of this policy, the Beaufort County United Way will seek volunteers from the community who reflect and acknowledge the value of diversity, including, but not limited to minority group members, women, and the disabled.

Note: Adopted by Beaufort County Board of Directors on November 21, 2003.