

## **United Way of Marathon County Diversity, Inclusion and Equal Opportunity Policy**

UWMC is an equal opportunity employer and is committed to the principle of diversity and nondiscrimination. We:

- Value and embrace differences in race, religion, gender, disability, nationality, age, sexual orientation and ethnic background as a critical component to our successes at serving the changing needs of our community.
- Strive to have diverse representation, to the extent possible, in all UWMC staff and volunteer roles.
- Treat one another with dignity and respect in all UWMC activities.
- Provide equal opportunity in employment decisions including recruiting, hiring, promotion, compensation, benefits and training, without regard to race, color, religion, creed, age, sex, national origin, marital status, veteran status, sexual orientation, status as a qualified disabled or handicapped individual, or any other legally protected class.
- Are committed to a professional work environment free from any form of harassment to include physical, psychological or verbal harassment based on any legally protected characteristic.
- Provide services and funding to organizations which agree to provide services to the residents of Marathon County without regard to social and economic class, gender, ability, race, religious group and sexual orientation.
- Keep diversity and nondiscrimination practices in the forefront including the following documents: Employee handbook, Bylaws, Agency Agreement, Code of Ethics, Value Statements, 2-1-1 training practice, and agreements with agencies.