



GRACIE'S HOUSE

74 E Main Street #145 Lititz, PA 17543

Non-Discrimination Policy

Gracie's House is committed to creating a safe, inclusive, and welcoming environment for all individuals regardless of race, ethnicity, color, nationality, religion, age, gender, gender identity or expression, sexual orientation, marital status, disability, or any other characteristic protected by law. We believe that diversity enriches our organization and strengthens our ability to fulfill our mission.

Gracie's House prohibits discrimination in all its programs, activities, and employment practices. We strive to foster a culture that values and respects the unique perspectives, backgrounds, and experiences of every individual associated with our organization.

As part of our commitment to non-discrimination, Gracie's House:

1. Ensures equal opportunity in recruitment, hiring, training, promotion, compensation, and other employment practices without regard to any protected characteristic.
2. Provides equal access to programs, services, and resources for all individuals, regardless of their background or identity.
3. Prohibits harassment, bullying, or any form of discrimination based on protected characteristics, whether verbal, physical, or through other means of communication.
4. Encourages reporting of any incidents of discrimination, harassment, or bias, and commits to promptly and thoroughly investigating all complaints in a fair and impartial manner.
5. Takes appropriate corrective action against any individual found to have engaged in discrimination or harassment, up to and including termination of employment or expulsion from the organization.

Gracie's House is dedicated to creating an inclusive community where everyone feels valued, respected, and empowered to contribute to our mission. We believe that by embracing diversity and promoting equality, we can achieve greater social impact and positive change in our society.

This Non-Discrimination Policy applies to all individuals associated with Gracie's House, including employees, volunteers, program participants, clients, donors, vendors, and visitors. We expect all members of our community to uphold and support this policy in their interactions with others and in all aspects of their involvement with our organization.

Adopted 3-30-2024