

**PEOPLE’S PLACE**

Non-Discrimination Policy

Approved By: Board of Directors  
Review/Revision Date: 11/01/2021

**I. PURPOSE**

The purpose of this policy is to ensure an environment which is free from discrimination.

**II. POLICY STATEMENT**

It is the policy of People’s Place to prohibit discrimination.

**III. APPLICATION**

This policy applies to all People’s Place staff, applicants, clients, volunteers and board members.

**IV. DEFINITIONS**

Discrimination – disparate behavior toward someone based on that person’s sex, age, disability, race, national origin, religion, sexual orientation, gender identity, marital status, or membership in another protected group.

**V. STANDARDS**

- A. People’s Place will follow all Federal and State regulations governing discrimination.
- B. Procedures outlined in the EEOC policy and/or grievance policy will be followed, for employees,
- C. Procedures outlined in the Grievance policy will be followed for clients.
- D. These regulations will be posted in all People’s Place locations.
- E. No retaliation will be taken against complainant who files a claim in good faith.
- F. If the claim of discrimination is substantiated, prompt appropriate action will be taken.
- G. If appropriate, a remedy will be provided to the complainant.

**VI. PROCEDURES**

**Individual Responsible**

**Action**

Employee

- 1. Follows the procedures outlined in the Equal Employment Opportunity Policy #210, or Grievance Policy #525.

Client

- 1. Follows the procedures outlined in the Grievance Policy #525.