

HANDS TO THE FUTURE

Anti-Discrimination Policy

This policy applies to all staff, interns, volunteers, and students

Employment

H2TF is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination and harassment against applicants or employees based on age, race, sex, color, religion, creed, national origin or ancestry, disability, veteran or military status, sexual orientation, gender identity, pregnancy, marital status, political affiliation, or any other status protected by applicable state or local law. This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment means creating a hostile work environment based on an individual's race, national origin, sex, sexual orientation, gender identity, disability, age 40 or over, or religion. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as students, community members, customers, clients, vendors, consultants, etc. It applies in all aspects of employment, including recruitment, hiring, job assignments, promotions, working conditions, scheduling, benefits, wage and remuneration package administration, complaint investigation, conflict resolution, staff discipline or termination, and also covers employee, consultant, and volunteer social, educational and recreational activities.

Community work

H2TF is committed to ensuring that our diverse, inclusive, and equitable culture is built on a strong sense of belonging, where everyone feels seen, heard, and encouraged to show up as their authentic selves.

We are a work community united in and strengthened by our differences. We are inclusive and stand firmly against racism and discrimination whether it be age, class, cultural beliefs, citizenship status, disability, gender identity, race, religion, sexual orientation, pregnancy, shared ancestry or ethnic characteristic, predisposing genetic characteristics, domestic violence survivor status, marital status, veteran or military status political views or any other dimension of difference. By adhering to our values, we foster unity and create a brave environment where everyone is at liberty and can be their whole selves. We are a respectful community that aspires to be free of judgment and open to learning as we grow and work together.