



Burke County United Way

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| Policy Title: Equal Opportunity Employer | Date of Origination: June 13, 2019 |
| Category: Legal | Revision: |

Purpose: Burke County United Way (BCUW) shall maintain an equal opportunity employer (EEO) platform.

Target Audience: BCUW employees, Board of Directors and person(s) who may wish to apply for posted employment positions, Board Position(s), and volunteer position(s).

BCUW provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, natural origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any characteristic protected by federal, state or local laws.

The same shall apply when considering volunteers and(or) partner agency or other agency request for financial or other support. BCUW seeks and strives to pair resources with need and has developed formalized processes by which to execute requests for:

- Monies
- Volunteer opportunities
- Employment

This policy applies to all terms of employment including hiring, selection of volunteers, placement, promotion, termination, compensation, training, and other appropriate activities related to employment.

This policy applies to volunteer affiliation efforts, partner agency requests and other agency requests from the community.