

## **Project Restore Ministries Nondiscrimination Policy**



It is the Standard of Project Restore Ministries to partner with our community families and organizations regardless of race, color, national and ethnic origin, to all the rights, privileges, programs, and activities generally accorded or made available to Project Restore Ministries community partners. Project Restore Ministries does not discriminate on the basis of race, color, national and ethnic origin in administration of the educational policies, training policies or admissions policies.

Project Restore Ministries prohibits, and will not tolerate, any form of unfair treatment, denial of reasonable agency services, discrimination or harassment based upon any protected classification protected by federal, state, or local law.

Any employee who becomes aware of a potential violation of this standard must report it immediately, as required by the Mandated Reporter regulations. If the response the employee receives to this initial report is in any way unsatisfactory, the employee must then further report the matter to the Director of Operations. Do not allow an inappropriate situation to continue by not reporting it, regardless of who is creating the situation. No employee in this organization is exempt from this standard. Reporting the potential violation only to the person alleged to have violated the standard is not sufficient to comply with the Mandated Reporter regulations and this standard. Any supervisor who becomes aware of a potential violation of this standard must report it immediately as required by the Mandated Reporter regulations.

An employee who is good faith brings such a complaint to the attention of the appropriate authorities, participates in an investigation of a potential violation of this regulation and standard, or engages in any similar activity protected by law, will not be retaliated against or adversely affected as a result. Any employee who engages in such retaliation is subject to discipline up to and including termination. Any retaliation should be reported to the Director of Operations and the Executive Director.

Any employee found to have violated this standard in any way is subject to discipline up to and including termination.

It is the standard of Project Restore Ministries to be committed to the highest possible standards of ethic, moral, and legal conduct.