



## **Policy: Nondiscrimination**

Approved by the Board of Directors: September 11, 2023

### **Purpose**

The purpose of this policy is to ensure the organization doesn't discriminate against individuals.

### **Scope**

This policy applies to CIFA members.

### **Policy**

CIFA does not discriminate, exclude or treat people differently on the basis of age, race, color, ethnicity, national origin and ancestry, religion, gender, gender identity or expression, sexual orientation, physical or mental disability, medical condition, legally protected genetic information, marital status, veteran status, military status, or any other factor determined to be an unlawful basis for such decisions by federal, state or local laws.

CIFA will make every effort to provide reasonable and meaningful accommodations for persons with limited English proficiency.

The Executive Director will serve as the designated civil rights coordinator.