

Sierra Club Foundation
Non-Discrimination Policy
Approved June 23, 2016

By unanimous consent of the Executive Committee of the Board of Directors of the Sierra Club Foundation on April 17, 2014, the Executive Committee, which has the authority to act on behalf of the Board, approved the organization's revised policy of non-discrimination as follows:

The Sierra Club Foundation is committed to providing equal employment opportunities to all eligible persons and to administering personnel policies and practices in accordance with all applicable laws. Employment at the Sierra Club Foundation is based upon the Foundation's assessment of qualifications and competency. The Sierra Club Foundation does not discriminate against anyone in any term or condition of employment, volunteer participation, or the provision of services by the Foundation based on characteristics prohibited by federal, state or local law, including but not limited to race, color, creed, religion, sex (including pregnancy and related conditions), age, national origin or ancestry, sexual orientation, gender identity or expression, genetic information, personal appearance, marital (or domestic partner) status, parental status, family responsibilities, military or veteran status, union activity, political affiliation or activity, citizenship, matriculation, lawful source of income or medical condition or disability unrelated to an individual's ability to perform the job with or without reasonable accommodation. The Sierra Club Foundation will reasonably accommodate an individual's pregnancy, religion, or physical or mental disability as provided by law.

The Sierra Club Foundation prohibits sexual harassment and the harassment of any person on any of the other bases listed above, as more fully stated in the Foundation's Policy Prohibiting Harassment in its Employee Handbook.