ANGELS CENTER OF HOPE

NON-DISCRIMINATION STATEMENT

Angels Center of Hope is committed to providing equal opportunities, promoting diversity, fostering inclusion, and ensuring fair and respectful treatment of all individuals. As a nonprofit organization serving communities in Louisiana and beyond, we believe every person deserves to be treated with dignity, fairness, and respect, regardless of their background, identity, or circumstances.

Our organization prohibits discrimination, harassment, exclusion, or unequal treatment based on race, color, ethnicity, national origin, ancestry, religion, sex, gender, sexual orientation, gender identity, age, disability, marital status, veteran or military status, or any other characteristic protected by applicable federal, state, or local laws.

This commitment applies to all aspects of our operations, including employment, recruitment, volunteer engagement, beneficiary selection, community outreach, educational activities, programs, services, partnerships, and organizational activities.

OUR COMMITMENT

Angels Center of Hope is committed to:

1. **Equal opportunity:** Providing fair and equitable access to organizational programs, services, resources, and opportunities.
2. **Inclusive environment:** Creating a welcoming, respectful, and supportive environment for employees, volunteers, beneficiaries, partners, and community members.
3. **Fair treatment:** Ensuring that all individuals are treated with dignity and respect, without discrimination, prejudice, intimidation, or harassment.
4. **Accessibility:** Making reasonable efforts to ensure that individuals with disabilities have meaningful access to our programs, facilities, services, and activities.
5. **Fair recruitment and selection:** Promoting equitable practices in hiring, volunteer recruitment, leadership appointments, and beneficiary selection.
6. **Accountability:** Taking all complaints of discrimination and harassment seriously and addressing them promptly, fairly, and appropriately.

SCOPE OF APPLICATION

This policy applies to the Board of Directors, executive leadership, employees, volunteers, interns, contractors, consultants, program participants, beneficiaries, and representatives acting on behalf of the organization. All individuals associated with the organization are expected to uphold these principles and contribute to an environment that values diversity, equality, inclusion, and mutual respect.

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REPORTING AND ACCOUNTABILITY

Any individual who believes they have experienced or witnessed discrimination, harassment, or unfair treatment in connection with our organization is encouraged to report the concern to the designated organizational representative or management.

All complaints will be reviewed and addressed in a fair, timely, and confidential manner to the extent reasonably possible. Retaliation against anyone who makes a good-faith complaint or participates in an investigation is prohibited.

LEGAL COMPLIANCE

Angels Center of Hope strives to conduct its operations in accordance with applicable federal, Louisiana state, and local civil rights and nondiscrimination requirements, including relevant provisions of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and applicable Louisiana laws.

ORGANIZATIONAL COMMITMENT

Through this statement, **Angels Center of Hope** reaffirms its commitment to equality, fairness, inclusion, human dignity, and social justice. We recognize that diversity strengthens communities and that everyone deserves an opportunity to participate, contribute, and benefit from the work of our organization.

This Non-Discrimination Statement shall guide our organizational decisions, policies, programs, and interactions with the communities we serve.

Approved by: Board of Directors

Organization: Angels Center of Hope

Effective Date: June 30,2006

Last Reviewed: January 6,2026