

**United Way of Greater Mercer County  
Policy on Non-Discrimination  
Adopted May 31, 2001**

Policy Statement

*Agencies seeking and receiving grants from United Way of Greater Mercer County are required to have a policy approved by the governing board of the agency and demonstrate a practice of non-discrimination, as it relates to service delivery, on the basis of race, color, creed, age, religion, gender, marital status, disability, sexual orientation, national origin, ethnicity or veterans status.*

*This policy does not prohibit any agency from operating specific programs based on age, gender, health, disability, or other characteristics designed to meet the specific needs of targeted populations. However, the program must be open to all people in those targeted populations.*

Policy Implementation

In the United Way of Greater Mercer County's Request for Proposal process, a series of questions will be asked regarding the agency's ability to comply with the Non-Discrimination policy. Agencies will also be asked a series of questions regarding how Board members, committee members, and volunteers are recruited and selected. These questions are asked to assure that agencies are not involved in practices that could be construed as discriminatory.

The Resource Development Cabinet will be responsible for monitoring compliance with United Way of Greater Mercer County's Non-Discrimination policy. Through its Centers of Excellence, a report will be generated detailing the responses given by each agency seeking and receiving program-grant funding to the questions of non-discrimination compliance.