

United Way of Central Jersey

Diversity Policy

Underlying the role and mission of the United Way of Central Jersey, Inc., is a firm belief in the dignity of all people. We reaffirm this belief in our policies which guide and direct our employment practices, program funding, volunteer recruitment, and service delivery. The purposes of this corporation are to have:

An organizational ability to develop and implement an open, on-going measurable process to lead the community in the identification of, prioritization of, and advocacy for community wide human service needs. An organizational ability to raise funds and acquire resources sufficient to attain our mission; an organizational ability to develop and implement an ongoing process to allocate funds and resources to address the prioritized community needs

An organizational ability to generate and sustain community support and commitment for the entire United Way enterprise through a systematic communications program which both speaks and listens to the community

An organizational ability to manage United Way operations effectively and offer assistance to agencies wishing to improve their management skills.}

February 7, 2008

DIVERSITY POLICY STATEMENT

Underlying the role and mission of the United Way of Central Jersey, Inc. is a firm belief in the dignity of all people. We reaffirm this belief in our policies which guide and direct our employment practices, program funding, volunteer recruitment, and service delivery.

Diversity, as defined by United Way of Central Jersey, Inc., provides equal opportunity to all people without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin. United Way promotes the full realization of this policy through the positive recognition of the value of diversity.

Diversity and Employment:

United Way of Central Jersey is fully committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in personnel matters including recruitment, hiring, training, promotions, salaries and other compensation, transfer and layoff or termination.

In the implementation of this policy, United Way will aggressively seek personnel for all job levels within the organization without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin. The intent of this policy is to reflect the positive value of diversity in the community.

Diversity and Program Funding:

United Way of Central Jersey is fully committed to the funding of programs that provide equal opportunity and access for all, without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin. In the implementation of this policy, United Way will continue to provide funding to programs that target underserved populations as identified through continuous community assessment. The intent of this policy is to provide funding to meet the needs of, and support the diversity of our community.

Diversity and Volunteer Recruitment:

United Way of Central Jersey is fully committed to the recruitment of volunteers to fill all volunteer positions within the organization without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin.

In the implementation of this policy, United Way will aggressively seek volunteers from the community who reflect and acknowledge the value of diversity, including, but not limited to minority group members, women, and the disabled.

(over, please)

Diversity and Service Delivery:

United Way of Central Jersey is fully committed to the delivery and provision of service to meet the needs of the community as identified through a continuous assessment process.

In the implementation of this policy, United Way will grant program funding to those organizations which demonstrate the commitment to provide service without regard to race, creed, color, religion, marital status, sexual orientation, disability, sex, age, or national origin or which have as their legitimate stated purpose or mission the servicing of specific population segments.

Responsibility

In order to promote and value diversity, the active participation and support of all members of the organization will be required.

RBD:sjk
10/94

Approved and Adopted by the Board 1/14/95