



## Inclusiveness & Diversity Policy

Early Childhood Alliance operates without discrimination and assures equal employment opportunities. Early Childhood Alliance makes all employment decisions without regard to race, color, religion, sex, sexual orientation, national origin, veteran status, ancestry, disability and any other status protected by federal laws, state laws and local ordinances. Early Childhood Alliance does not discriminate against qualified individuals with a disability regarding job applications, hiring, advancement, discharge, compensation, training or other terms, conditions, or privileges of employment. Furthermore, Early Childhood Alliance accepts all religious beliefs and does not promote or discourage any religion through its programs.

The officers, directors, committee members, volunteers, employees and persons served by Early Childhood Alliance are selected entirely on a non-discriminatory basis with respect to age, gender (pregnancy, childbirth or other related medical conditions), sexual orientation, race, color, religion, national origin, veteran status, ancestry, disability or any other barriers to participation.

*Updated December 2019*  
*Adopted by the Board of Directors*

Signed:   
Dena Jacquay, President Board of Directors

12/19/19  
Date

12/18/2019