



DIVERSITY, EQUITY & INCLUSION STATEMENT OF PRINCIPLE

We take the broadest possible view of diversity.

We value the visible and invisible qualities that make you who you are.

We welcome that every person brings a unique perspective and experience to advance our mission and progress our fight for the health, education, and financial stability of every person in every community.

We believe that each United Way community member, donor, volunteer, advocate, and employee must have equal access to solving community problems.

We strive to include diversity, equity, and inclusion practices at the center of our daily work.

We commit to using these practices for our business and our communities. Join us in embracing diversity, equity and inclusion for every person in every community.

LIVE UNITED

EQUAL EMPLOYMENT OPPORTUNITY

UWNWA is an equal opportunity employer. UWNWA's policy is to follow federal, state, and local laws and guidelines. UWNWA strictly prohibits discrimination against or by any UWNWA employee on the basis of race, color, religion, gender, age, national origin, place of birth, sexual orientation, ancestry, disability, pregnancy, genetic information or marital status. In the event any provision of this policy is contradictory or inconsistent with applicable law, UWNWA will follow the provisions of the applicable law, and that provision of this policy shall be of no effect.

We will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training.