Where Local Good Grows

Hendricks County Community Foundation

Inclusion, Diversity, Equity, and Accessibility Policy

The Hendricks County Community Foundation (HCCF) is a county-wide organization that promotes inclusion and nondiscrimination for all county residents and stakeholders. Our goal is that everyone feels welcome in Hendricks County. All individuals should have equal access to programs, funding and employment with HCCF. We support the principles of Inclusion, Diversity, Equity, and Accessibility (IDEA) in our operations, administration, programs, and activities. To demonstrate our commitment to IDEA, we have adopted the following standard and policies:

Standard: To ensure we are doing our part to foster a welcoming and inclusive community, it is HCCF's policy that programs, funding and employment with HCCF are available and open to all persons without regard to race, sex, age, color, religion, national origin, marital status, sexual orientation, gender identity, disability, citizenship status, genetic information, military service/veteran status, or any other category protected under state or local law.

Operations & employment policies: As stated in our Employee Handbook, "It is HCCF's policy that, as required by law, equal employment opportunities are available to all persons without regard to race, sex, age, color, religion, national origin, marital status, sexual orientation, gender identity, disability, citizenship status, genetic information, military service/veteran status, or any other category protected under state or local law. This policy applies to employees and applicants and to all stages of employment including hiring, promotion, demotion, treatment during employment, training, benefits, and rates of pay or other forms of compensation, and termination of employment."

This standard shall extend to other aspects of HCCF's operations, including volunteer management, vendor selection, contractual relationships, partner organizations, and other operational relationships. HCCF will take appropriate steps to provide reasonable accommodations to qualified individuals with disabilities. HCCF will provide reasonable accommodation to individuals' religious beliefs.

Programs & funding policies: Generally, HCCF programs will be open to all under the formal standard above. Public and individual meetings held by HCCF will be as inclusive and accessible as practical. HCCF will encourage partner organizations to follow this standard as well.

Funding from Restricted funds shall generally follow the standard as well, though there may be some exceptions due to appropriately meeting donor intent (e.g., grants to religious institutions or organizations with programming directed to specific populations).

Funding from Unrestricted funds shall follow the standard, and shall not be available for organizations or projects that discriminate based upon race, sex, age, color, religion, national origin, marital status, sexual orientation, gender identity, disability, citizenship status, genetic information, military service/veteran status, or any other category protected under state or local law, except to the extent any such program lawfully provides services to a limited segment of the population based on any such factor.