



## **NON-DISCRIMINATION POLICY**

The Board of Directors of Forge Evolution adopted the following policy regarding non-discrimination. This policy applies to all employees, volunteers, participants and contractors:

Forge Evolution is dedicated to the principles of equal employment opportunity. Teen Court prohibits unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, sexual orientation, gender identity, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law.

Our commitment is to operate programs and services that are inclusive, respectful, and that honor all perspectives. We treat all individuals with respect and dignity and we work to ensure that our culture reflects our values of relationship building, peacemaking, inclusiveness, and accountability. We integrate inclusiveness and diversity by honoring the beliefs, language, opinions, interpersonal styles, and values of all individuals.

This policy applies to all areas of employment and volunteer participation, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation, benefits, social and recreational programs, all other conditions and privileges of employment in accordance with applicable federal, state and local laws.

***Policy approved by the Forge Evolution Board of Directors on  
July 18, 2022.***

NON-DISCRIMINATION DISCLOSURE STATEMENT

I have read and understand the Non-Discrimination Policy.

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Signature

Date