FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA of Eastern Delaware County Board of Directors
Guideline on Nondiscrimination and Civil Rights Compliance

The Board of Directors affirms the YMCA of Eastern Delaware County's unwavering commitment to maintaining an environment—both for employment and for program participation—that is free from discrimination, harassment, or retaliation of any kind.

The Association shall uphold an open, equitable, and accessible system for all employees, applicants, members, clients, program participants, and families. Accordingly, discrimination is prohibited on the basis of:

- Race (including hair type, texture, or style)
- Color
- Religious creed (including all forms of observance, practice, and belief)
- Disability
- Ancestry
- National origin (including Limited English Proficiency)
- Age (40 and over)
- Sex (including pregnancy, childbirth, breastfeeding, sex assigned at birth, gender identity or expression, affectional or sexual orientation, and differences in sex)
- Retaliation for reporting or participating in a discrimination complaint

The YMCA shall ensure that:

- Employment practices provide equal opportunity, including reasonable accommodations for qualified individuals with disabilities.
- Program admissions, services, and referrals are delivered equitably and made accessible through practical and economically feasible methods. Structural modifications will be pursued only when no other options reasonably provide access.

YMCA leadership will ensure ongoing compliance with all applicable civil rights laws, staff training requirements, and accessibility standards, and to foster a culture of dignity, respect, and inclusion throughout the organization.

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