



Non-Discrimination Policy

Two by Two does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.

Two by Two is an equal opportunity employer. We shall not discriminate and will not discriminate in employment, recruitment, board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.

State Compliance:

Two by Two complies with all state laws where Two by Two operates, including:

- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Equal Pay Act
- Applicable state laws in locations where services are provided

Contact Information:

For questions about his policy or to report concerns, individuals may contact Two by Two's Executive Director.