



1. Purpose

City Care is dedicated to providing social services that are inclusive, equitable, and free from discrimination. This Anti-Discrimination Policy outlines our commitment to treating all individuals with respect and fairness and ensures that discrimination in any form will not be tolerated within our organization.

2. Definitions

2.1. Discrimination: Discrimination refers to any unjust or prejudicial treatment, action, or decision based on an individual's or group's protected characteristics, including but not limited to race, color, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, religion, or any other legally protected category.

2.2. Social Services: Social services encompass all the programs, initiatives, and activities offered by City Care to support and empower individuals and communities.

Anti-Discrimination Policy

Mission

City Care inspires those willing to look social injustice and extreme poverty in the face, and empowers them to do whatever it takes to create change.

Vision

Transforming our city by ending the cycle of social injustice and extreme poverty, one person at a time.



3. Commitment to Non-Discrimination

3.1. City Care is committed to fostering an environment that is free from discrimination. We affirm the inherent worth and dignity of every person and pledge to treat all individuals with respect and fairness, regardless of their background or identity.

3.2. Discrimination, in any form, will not be tolerated within our organization. This commitment applies to all staff, volunteers, clients, and partners.

4. Non-Discrimination in Service Delivery

4.1. City Care will provide social services to all individuals without discrimination based on any protected characteristic. We will ensure equitable access to our programs and resources.

4.2. We will actively work to identify and address any potential barriers or disparities that may prevent equal access to our services.

5. Non-Discrimination in Employment

5.1. City Care is committed to a workplace free from discrimination. We will not discriminate in hiring, compensation, promotion, termination, or any other employment practices based on protected characteristics.

5.2. All employment decisions will be made solely on the basis of qualifications, skills, and performance.

6. Reporting Discrimination

6.1. City Care encourages individuals to report any incidents of discrimination, harassment, or bias they may experience or witness within our organization.

Mission

Vision

Transforming our city by ending the cycle of social injustice and extreme poverty.

Our vision is to create a better future for everyone.



6.2. We will investigate all reports promptly and take appropriate action to address and rectify any violations of this policy.

7. Training and Education

7.1. City Care will provide regular training and educational opportunities to staff, volunteers, and partners to raise awareness about discrimination, promote inclusivity, and develop the skills needed to prevent discrimination.

8. Compliance

8.1. All staff, volunteers, and partners are expected to adhere to this policy and support City Care's commitment to non-discrimination.

8.2. Failure to comply with this policy may result in disciplinary action, up to and including termination or the termination of partnerships.

9. Review and Updates

9.1. This Anti-Discrimination Policy will be reviewed annually to ensure its effectiveness and relevance. Updates and improvements will be made as necessary.

City Care is dedicated to providing social services that are inclusive and free from discrimination. This Anti-Discrimination Policy reflects our commitment to fostering a diverse, equitable, and respectful environment within our organization and ensuring that our services are accessible to all individuals, regardless of their background or identity. We strive to create a society where everyone is treated with dignity and equality.

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