
SWINNEY FOUNDATION

NON-DISCRIMINATION, EQUAL OPPORTUNITY, AND ANTI-HARASSMENT POLICY

At the **Swinney Foundation**, we are committed to fostering a welcoming, respectful, and inclusive environment for everyone we serve and work alongside.

We provide equal opportunity to all employees and volunteers and do not tolerate discrimination or harassment based on race, color, religion, sex, pregnancy, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, veteran or military status, or any other characteristic protected by applicable law or Foundation policy.

Our commitment applies to employment, volunteer opportunities, leadership, training, assignments, advancement, and participation in Foundation activities. We also prohibit retaliation against anyone who raises a good-faith concern, participates in an investigation, requests an accommodation, or exercises a legally protected right.

The Swinney Foundation takes concerns about discrimination, harassment, and retaliation seriously. Employees and volunteers are encouraged to report concerns to the **Executive Director**, or to the **Board Chair** when the concern involves the Executive Director.

We are committed to addressing concerns fairly, promptly, and respectfully while protecting privacy to the extent reasonably possible.

Questions or concerns?

Please contact:

Swinney Foundation

Dalton Swinney

info@swinneyfoundation.org

256-457-9663

The Foundation's complete Non-Discrimination, Equal Opportunity, and Anti-Harassment Policy is available upon request.