**LGBTQ-Inclusive Nondiscrimination Policy**

**Equal Employment Opportunity**

We believe it is important to provide equal opportunity employment to all employees and applicants for employment. All decisions are made without regard to age, race or ethnicity, color, gender, gender identity, gender expression, disability, creed or religion, national origin, marital or parental status, sexual orientation, military status, political or union ideology or affiliation or any other aspect unrelated to the purposes of this organization. Equal employment opportunity ensures that all personnel actions are taken for job-related reasons.

**Discrimination and Harassment Forbidden**

It is the policy of Fourth D Inc. that all individuals shall be treated with respect and professional courtesy, and that mutual respect will be the guiding principle in workplace relationships. Discrimination based upon age, race or ethnicity, color, gender, gender identity, gender expression, disability, creed or religion, national origin, marital or parental status, sexual orientation, military status, political or union ideology or affiliation, citizenship status, or any other status protected under applicable local, state or federal law is strictly forbidden. All employees should be aware that workplace harassment may also be a form of unlawful discrimination if it is motivated by any of these protected characteristics. Discrimination in any of its forms is strictly forbidden and will result in discipline, which may include termination of employment.

**Policy**

“Fourth D Inc. is committed to diversity and to equal opportunity employment. Fourth D Inc. does not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity and expression, age, height, weight, physical or mental ability (including HIV status), veteran status, military obligations, or marital status. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations and applies to all Fourth D Inc. employees, volunteers, members, clients, and contractors.”