

# Anti-Discrimination Policy

Effective Date: May 20, 2022

## Scope

This policy applies to all staff and board members.

## Policy

Blandin Foundation does not discriminate on the basis of race, color, religion (creed), gender identity, gender expression, age, national origin (ancestry), disability, marital status, familial status, sexual orientation, sex, pregnancy, military status, or any other legally protected status or characteristic in its activities or operations.

These activities include, but are not limited to, grantmaking, selection of vendors, provision of services, and selection of program participants based upon any of the protected statuses described above, other than to the extent that Blandin Foundation's actions may be purposed to promote equal opportunities for groups that have historically experienced discrimination. We are committed to providing an inclusive and welcoming environment for all members of our staff, program participants, grantees, partners, volunteers, independent contractors, and vendors.

Furthermore, Blandin Foundation resources are intended to support organizations, projects, and initiatives that adhere to anti-discriminatory practices that align with our own.

To that end, Blandin Foundation does not knowingly award grants or contracts to organizations or companies that violate our anti-discrimination values in their business practices, such as in their hiring process, those they accept as volunteers, or against the clients they serve. Blandin Foundation staff and board members, when completing due diligence at the outset of a relationship with another organization or company, will make every effort to ensure that this policy is adhered to by all organizations with which Blandin Foundation does business, including, but not limited to, requiring said organizations to demonstrate the standards, policies, and practices necessary for the organization to operate consistent with the goals and values outlined in this policy.

If at any point in a working relationship Blandin Foundation discovers standards, policies, or practices held by any of our partners that violate this anti-discrimination policy, Blandin Foundation reserves the right to terminate the relationship, contract, and/or ask for funds to be returned to the Foundation to the extent permissible by law, in addition to Blandin Foundation's cessation of business with that organization or entity in the future.