

Smile Honey Child Non-Discrimination Policy

1. Policy Statement:

Smile Honey Child is committed to creating and maintaining an inclusive and welcoming environment for everyone. We strictly prohibit discrimination of any kind, be it based on race, ethnicity, color, sex, religion, age, national origin, ancestry, citizenship, sexual orientation, gender identity and/or expression, or disability.

2. Purpose:

This policy aims to ensure that all activities, programs, hiring, and operational practices are free from discrimination and inclusive of all individuals, regardless of their background or identity.

3. Scope:

This policy applies to all employees, volunteers, participants, clients, and partners of Smile Honey Child, including but not limited to our programs, services, organizational operations, and employment practices.

4. Prohibited Behavior:

Discrimination, harassment, and any form of biased behavior based on race, ethnicity, color, sex, religion, age, national origin, ancestry, citizenship, sexual orientation, gender identity and/or expression, or disability are strictly prohibited.

5. Reporting and Compliance:

- Any individual who believes they have been subject to discrimination or who witnesses discriminatory behavior should report the incident to the designated official at Smile Honey Child.
- All complaints will be thoroughly investigated, and appropriate action will be taken.
- Confidentiality will be maintained to the greatest extent possible.

6. Responsibility and Enforcement:

- Smile Honey Child leadership is responsible for enforcing this policy and will provide training and resources to ensure understanding and compliance.

- Violations of this policy will result in appropriate disciplinary action, up to and including termination of employment or volunteer status.

7. Review and Update:

This policy will be reviewed annually and updated as necessary to ensure that it reflects current legal standards and best practices in promoting inclusivity and non-discrimination.

8. Commitment to Diversity and Inclusion:

Smile Honey Child is committed to fostering a diverse and inclusive environment. We believe that diversity strengthens our ability to serve our community and enriches our experiences. We are dedicated to promoting equality, respect, and understanding among all individuals.

This non-discrimination policy is a foundational element in creating a respectful and inclusive culture at Smile Honey Child. It's important to ensure that all members of your organization are aware of and understand this policy. Regular training and open conversations about diversity and inclusion can further reinforce these values.