

# EL DORADO COUNTY FIRE SAFE COUNCIL

## Article XI. Nondiscrimination Policy

### Section 11.01 Commitment to diversity, inclusion and nondiscrimination

The El Dorado County Fire Safe Council (EDCFSC) is committed to people and fair employment and volunteer practices. Our policy and practice is to maintain an organizational environment free from discrimination where our Board Members, employees, volunteers, contractors and agents are treated with dignity and respect. The council believes that a diverse volunteer and employee base will help the organization reach its full potential.

### Section 11.02 EDCFSC's Diversity and inclusion philosophy

- (a) Ensure equal opportunity for all people without regard to race, color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, medical condition or veteran status.
- (b) Make reasonable accommodations wherever necessary for all volunteers and employees with disabilities.
- (c) Trust, mutual respect and dignity are fundamental beliefs that are reflected in our behavior and actions.
- (d) Thoroughly investigate instances of alleged discrimination and take corrective action if warranted.

### Section 11.03 We also comply with all applicable national and local laws pertaining to non-discrimination and equal opportunity.

- (a) The U.S. Department of Agriculture (USDA) prohibits discrimination against its customers, employees, and applicants for employment on the bases of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities.) – USDA website.