

BENEFACTIONS

POLICY AND PROCEDURES

TOPIC: ANTI-DISCRIMINATION AND ANTI-RACISM

EFFECTIVE DATE: FEBRUARY 2020

POLICY:

Benefactions provides services, employs personnel, and engages with vendors, volunteers, interns, and the community without regard to race, creed, color, religion, national origin, ethnicity, nationality, gender, sexual orientation, gender identity, age, physical or mental disability, veteran status, pregnancy, maternity, paternity, or marital status. We comply with all anti-discrimination laws, including Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act (ADA) and Age Discrimination in Employment Act (ADEA.)

To create an equal society, we believe it is imperative to commit to making unbiased choices and being anti-racist, anti-sexist, and anti-discriminatory in all aspects of our lives: individually, institutionally, inter-personally and structurally. We believe we should all strive to both prevent and address discrimination, be aware of implicit biases, and speak up if you or your colleagues are discriminated against. It is our commitment to continually educate ourselves and we will do so through studying, listening, and learning both from our communities locally and globally and from recognized experts.

PROCEDURES:

1. This policy will be posted on the Benefactions website.
 2. We will provide specific anti-racist community resources from The Smithsonian's National Museum of African American History and Cultural Education Department on our website's Resources Page.
-

Policy updates

June 5, 2020 – Benefactions added anti-racist community resources to our website from The Smithsonian's National Museum of African American History and Cultural Education Department and shares their mission is to make "deliberate strides toward being a brave space to discuss race, equity, and inclusion."