



Non-Discrimination Policy

Statement of Commitment

Reimagine iT, Inc. is committed to providing an inclusive and welcoming environment for all members of our community. We do not discriminate on the basis of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other characteristic protected by law. We believe that diversity is a fundamental strength and value the unique perspectives and contributions of each individual.

Guiding Principles

1. **Equal Opportunity:** We provide equal opportunities for employment, advancement, and participation in all programs, services, and activities, regardless of personal characteristics or background.
2. **Fair Treatment:** We treat all individuals with fairness, dignity, and respect, fostering an environment free from discrimination, harassment, or retaliation.
3. **Accommodation:** We strive to accommodate the diverse needs and preferences of our community members, ensuring access and participation for individuals of all abilities.
4. **Inclusive Practices:** We promote inclusive practices that recognize and celebrate the richness of human diversity, embracing differences as sources of strength and innovation.
5. **Compliance:** We comply with all applicable laws and regulations regarding non-discrimination, including but not limited to the Civil Rights Act of 1964, the Americans with Disabilities Act, and other relevant statutes.

Policy Statements

1. **Employment Practices:** Reimagine iT, Inc. prohibits discrimination in all aspects of employment, including recruitment, hiring, promotion, compensation, benefits, and termination. We evaluate candidates and employees based on their qualifications, skills, and performance, without regard to protected characteristics.
2. **Programs and Services:** We provide our programs, services, and activities on a non-discriminatory basis, ensuring equal access and opportunity for all individuals regardless of personal characteristics or background.
3. **Harassment Prevention:** We maintain a zero-tolerance policy for harassment, including but not limited to harassment based on race, color, religion, gender, sexual orientation, gender identity, national origin, disability, age, or any other protected characteristic. Harassment in any form, including verbal, physical, or visual, will not be tolerated.



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4. **Reporting and Resolution:** Reimagine iT, Inc. provides mechanisms for reporting discrimination, harassment, or retaliation. We take all complaints seriously and promptly investigate allegations, taking appropriate action to address and resolve any violations of this policy.
5. **Training and Education:** We provide training and education on non-discrimination policies and practices to all employees, volunteers, and stakeholders, fostering awareness, understanding, and compliance with our commitment to equal opportunity and inclusion.

Implementation

The implementation of this Non-Discrimination Policy is the responsibility of all employees, volunteers, and leadership within Reimagine iT, Inc. We are committed to upholding the principles of equal opportunity, fairness, and inclusion in all aspects of our operations, programs, and services. By fostering a culture of respect and acceptance, we promote a vibrant and inclusive community where everyone can thrive and contribute to our mission.

Approved by the Board of Directors on April 26, 2024.

A handwritten signature in blue ink that reads 'Max Fortune'.

Max Fortune
Executive Director
April 26, 2024