

UNITED WAY OF THE ADIRONDACK REGION, INC.

Approved Diversity Policy Statement

United Way of the Adirondack Region, Inc MISSION is to be a leader in community building and to increase the organized capacity of people to care for one another.

United Way of the Adirondack Region, Inc VISION is to be a regional model for promoting diversity and serving everyone within our service delivery area.

United Way of the Adirondack Region, Inc UNDERSTANDS the importance of diversity because our work has taught us its value. Every day within our service delivery area we see and experience the dramatic changes occurring here in the North Country.

United Way of the Adirondack Region, Inc is an equal opportunity employer and is COMMITTED to the PRINCIPLE OF DIVERSITY. We value and embrace diversity in all aspects of our daily activities and respect others without regard to race, color, religion, creed, age, sex, national origin, or ancestry, marital status, veteran status, sexual orientation, or status as a qualified disabled or handicapped individual. We refuse to engage in or tolerate any other form of discrimination or harassment. We support affirmative action and equal employment opportunity programs.

OUR GOAL is to have our Board of Directors, operations staff and all of our volunteers actively demonstrate the principles of diversity, which will enrich our United Way movement and all of our service delivery area.

**Approved by Board of Directors
June 28, 2004**