



## FRIENDS VILLAGE NONDISCRIMINATION STATEMENT

### GENERAL

#### Purpose and Goal

We believe in the dignity and worth of every person. We seek to create a beloved community where each person can thrive and live an enriched and purposeful life.

#### Scope

This policy applies to all residents, residents' families, board members, employees, vendors, volunteers, and guests of our community.

#### Policy

We believe that no person should be excluded from residency, services, employment or volunteer participation, treated differently or discriminated against on the basis of actual or perceived race; color; ethnicity; ancestry; national origin; sex (including same sex); sexual orientation; gender; gender identity; age; religion; physical or mental disability; pregnancy, childbirth or related conditions; genetic information; citizenship status; veteran status; uniformed service-member status; familial status; marital status; domestic partnership or civil union status; domestic violence victim status; or any other category protected under federal, state, or local law.

Friends Village does not and shall not discriminate in any of its operations or activities on the basis of any of the aforementioned protected categories. We are committed to providing an inclusive and welcoming environment for all residents, residents' families, board members, employees, vendors, volunteers, and guests.

*For Employees of FV: Any violation of this policy may result in prompt disciplinary action up to and including termination and, in appropriate cases, civil or criminal prosecution.*

If you have a Concern or Complaint or feel you have been discriminated against or treated unfairly in any way while on our campuses, please contact Christine Popplewell, Finance & Administration Senior Director at 215-968-3346 or via e-mail to [cpopplewell@friends-village.org](mailto:cpopplewell@friends-village.org) to schedule a confidential interview.

Friends Village  
50 S. Congress Street  
Newtown, PA 18940

You may also contact any of the following agencies serving the Commonwealth of Pennsylvania.

Commonwealth of Pennsylvania  
Department of Human Services  
Bureau of Equal Opportunity  
Room 225, Health & Welfare Building  
P.O. Box 2675  
Harrisburg, PA 17110

PA Human Relations Commission  
Philadelphia Regional Office  
110 N. 8<sup>th</sup> Street  
Suite 501  
Philadelphia, PA 19107



Commonwealth of Pennsylvania  
Department of Human Services  
Bureau of Equal Opportunity  
Southeast Regional Office  
801 Market Street, Suite 5034  
Philadelphia, PA 19107

U.S. Department of Health and Human Services  
Office for Civil Rights  
Suite 372, Public Ledger Building  
150 South Independence Mall West  
Philadelphia, PA 19106-9111

Approved and Adopted by the Board  
May 25, 2023