

North Cape Lutheran Church

Policy and Practice No 1-2: Non-Discrimination

Date Accepted: January 15, 2015

Date Revised: _____

Policy Statement:

North Cape Lutheran Church does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. All activities, services and programs will be in compliance with all relevant state, federal and local laws governing non-discrimination. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all congregational members, our staff, volunteers, subcontractors, vendors, and clients.

North Cape Lutheran Church is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Practice:

All North Cape Lutheran Church employees, pastors, ministry leaders and congregation members are responsible for complying with this policy within all church related activities. Individuals who believe they have been subjected to discrimination or witness to situations where they believe someone or a group has been discriminated against should report the situation to the Pastor or Board President.

If there is a finding of non-compliance with the non-discrimination policy set forth above, appropriate disciplinary action, ranging from counseling to termination, will be taken against the individual who violated the policy as appropriate and as decided by the Pastor and Board President. Disciplinary action should follow the current church constitution as outlined in Chapter 15. If legal counsel or local authorities need to be involved, it is the responsibility of the church leadership to make contact and engage them in order to bring the matter to conclusion.