

**“ENSURING ALL CHILDREN HAVE  
ACCESS TO A QUALITY PUBLIC  
SCHOOL EDUCATION.”**



# **POLICY: NON- DISCRIMINATION**

**ADOPTED: JANUARY 2014**

**THE FRANKLIN FOUNDATION FOR INNOVATION**

**AUTHORED BY:**

**EXECUTIVE COMMITTEE**

OF THE BOARD OF DIRECTORS

**THE FRANKLIN FOUNDATION FOR INNOVATION**

201 King of Prussia Rd

Radnor, PA 19087

[franklindn.org](http://franklindn.org) / [@FranklinFDN](https://twitter.com/FranklinFDN)

# NON-DISCRIMINATION POLICY

## The Franklin Foundation for Innovation

**APPROVED:** January 2014

**SCOPE:** All Directors, Executives, Employees, Volunteers, Partners, Vendors

**ARTICLE I: Purpose.** An organization started by a minority and focused on community and serving ALL children, their parents and teachers, cannot allow discrimination on the basis of race, color, creed, gender, sexual orientation, religious beliefs, gender identity, country of origin, disability, age, or any other status as defined by law. This Foundation was founded for the people by people of the community and will remain a place where all people can find support for their right to an excellent public education.

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### **ARTICLE II: Expectations.**

The following are core expectations of every employee and/or volunteer of the Foundation:

1. Every employee or volunteer of the Foundation is responsible for the creation and maintenance of an inclusive organization where the rights of individuals are protected, and their beliefs, traditions, and perspectives are respected.
2. Employees or volunteers who experience or are witness to violations of the policies defined in Article III are required to notify their team leader or the Talent Acquisition (HR) community immediately. Such witnesses are protected by the Foundation's Whistleblower Policy (see Policy: Whistleblower for reference).

The following are core expectations of any vendors, community or corporate partners, or other suppliers to the Foundation in any capacity:

1. Any supplier, vendor, or partner of the Foundation is expected to adhere to the Foundation's Non-Discrimination policy.

2. All suppliers, vendors, and/or partners of the Foundation are required to have a non-discrimination policy of their own to which employees of said organization are held to account. The ensuring of a diverse and inclusive community is a priority of this organization, and should be a priority for its partners.

### **ARTICLE III: Policy.**

It is the policy of The Franklin Foundation for Innovation that any person, organization, partner, or supplier found to discriminate for any basis in any capacity shall be terminated from working with or for the Foundation.



201 King of Prussia, Radnor, PA 19087 info@franklinfound.org,  
<http://franklinfdn.org>  
+1-215-650-7841