

ANTI-DISCRIMINATION POLICY
OF
COHASSET COMMUNITY ASSISTANCE FUND, INC.

Cohasset Community Assistance Fund, Inc. (the “Organization”) is a Massachusetts Chapter 180 nonprofit corporation and governs itself in accordance with the Laws of the Commonwealth of Massachusetts. All definitions regarding the legal status of a person or persons will be determined under Massachusetts Law.

ARTICLE I
Purpose

The policy of the Organization is to provide equal opportunity and equal consideration to all peoples without regard to race, religion, ancestry, national origin, sexual orientation, color, creed, sex, age, or physical disability.

ARTICLE II
Delivery of Assistance

The Organization certifies and agrees that the Organization shall not discriminate or treat unequally or unfairly in the delivery of assistance to any person because of race, religion, ancestry, national origin, sexual orientation, or sex; and will comply with all applicable federal, state, and local anti-discrimination laws.

ARTICLE III
Volunteers

The Organization shall not discriminate in soliciting volunteers or treat unequally any volunteer because of race, religion, ancestry, national origin, sexual orientation, or sex; and will comply with all applicable federal, state, and local anti-discrimination laws.

ARTICLE IV
Addressing the Discrimination

If any applicant, recipient, or volunteer feels they have been discriminated against for any one or more of these bases, they are to notify any current member of the Board of Directors (the “Board”) of the Organization in writing. A full investigation will occur, in which the Board, by majority vote, will make a determination in accordance with this policy. If discrimination has occurred, the Board will take immediate, affirmative action on behalf of the offended and consider disciplinary action against the offender(s).