

Feeding America West Michigan Food Bank  
Nondiscrimination Policy

1. Employment – excerpt from employee handbook:

**Equal Employment Opportunity**

It is the policy of Feeding America West Michigan Food Bank to grant equal employment opportunity to all qualified persons without regard to race, national origin, sex, disability, protected genetic information, age, religion, marital status, height, weight, or any other legally protected category.

Feeding America West Michigan Food Bank intends to provide equal employment opportunity in hiring, promotion, wages, benefits, and all other privileges, terms, and conditions of employment. Feeding America West Michigan Food Bank expects all employees to fully cooperate in the implementation of this policy.

If an employee feels that he/she has been subjected to or witnessed any discrimination, he/she should contact his/her Department Manager or another member of management with whom the employee feels comfortable.

For unresolved concerns or for any issue for which the employee believes it is preferable, the employee may go directly to a member of management or follow the procedures in the Dispute Resolution procedure located in section 6c. Employees should also refer to the “Whistleblower Policy” located in section 6d. Any complaint of discrimination will be investigated thoroughly and promptly. No employee will be retaliated against for a good faith complaint. Should a manager, employee, or agent of the organization be found to have violated this policy, prompt and appropriate remedial action will be taken, up to and including discharge.

2. Food distribution – excerpt from Agency Agreement:

The Agency will not engage in discrimination in the provision of service against any person because of race, color, citizenship, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran.