

## Impactful Fund 501(c)(3) Non-Discrimination Policy

Impactful Fund is committed to providing an inclusive and welcoming environment for all members of our community, including employees, volunteers, clients, donors, and partners. We value diversity and do not discriminate on the basis of race, color, ethnicity, national origin, religion, age, gender, sexual orientation, gender identity, marital status, veteran status, disability, or any other legally protected characteristic.

In accordance with federal, state, and local laws, Impactful Fund prohibits discrimination in all its activities and operations, including hiring, compensation, promotion, access to programs and services, and treatment of individuals. We strive to create a culture that promotes respect, fairness, and equal opportunity for all.

Harassment or discrimination of any kind, including but not limited to verbal, physical, or visual harassment, is unacceptable and will not be tolerated within our organization. This applies to interactions within the workplace, at events, or any other activities sponsored or conducted by Impactful Fund.

We encourage all members of our community to report any incidents of discrimination or harassment to the appropriate authorities within the organization so that prompt and appropriate action can be taken. Reports will be handled with sensitivity and confidentiality to the extent possible.

This Non-Discrimination Policy applies to all aspects of our organization, including our board of directors, staff, volunteers, clients, donors, and partners. We are committed to fostering an environment where everyone feels valued, respected, and empowered to contribute to our mission.

For questions or concerns regarding this policy, please contact Ali Mohsenian, Board President or Scilla Andreen, founder.

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