

Develop Africa Inc.
Non-Discrimination Policy

Develop Africa 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. 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 members of our staff, clients, volunteers, subcontractors, vendors, clients and beneficiaries.

Develop Africa is firmly committed to a policy of equal opportunity in all aspects of employee relations, including employment, salary administration, employee development, promotion and transfer.

Our 501c3, non-profit organization is **not permitted to assume lobbying functions** for political or religious positions at home or abroad. We can, however, promote the Universal Declaration of Human Rights, as determined by a United Nations charter, and articulate its components within the context of our international work. The Universal Declaration of Human Rights focuses its attention on values they determine as inalienable, such as freedom, a respect for diversity, and the ability to participate in a democratic society.

Develop Africa requires agencies desiring partner agency status to agree they will not discriminate in programs, services, staffing and / or volunteer areas on the basis of race, color, gender, disability, sexual orientation, age, national origin or religion. This policy will allow partner agencies to target specific populations for services. However, these services must be open to all people in the targeted populations.