

Anti-Discrimination Policy:

Building Healthy Families does not and shall not discriminate on the basis of race, color, religion (creed), 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, selection of volunteers and vendors, participation in programs and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients. In specific situations, such as programming for a target population (teen moms, father, etc.) Building Healthy Families will serve only the target population, but strives to find alternative programs/services for those seeking supports.

Gender Specific Policies and Procedures:

Purpose: Building Healthy Families seeks to ensure that people accessing services receive gender-specific services that effectively meet their needs.

Policy:

1. Gender specific perspectives and practices for program participants will be integrated, where appropriate, into all parts of the program's services.
2. Gender specific programming (such as Girls Circle, Girls on the Run, and Boys Council) will be offered when appropriate
3. Staff will be aware of and knowledgeable about the importance of gender-specific services for program participants
4. Gender specific perspectives and practices will be integrated into the following as appropriate:
 - A. Program documents, contracts, and other agreements will include a clear statement of gender-specific services, expectations and/or performance measures.
 - B. Public Information -- where Building Healthy Families interfaces with the public, such as in outreach and education initiatives, will include gender-specific information
 - C. Staff and coalition training will include topics on gender-specific services