



Anti-discrimination Policy

Articipate believes that equal opportunity is essential for the continuing success of our organization and the progress of our nation. In accordance with state, federal, and municipal laws, this foundation intends to comply with these laws which preclude negative discrimination because of race, disability, color, creed, religion, gender, age, sexual orientation, national origin, ancestry, citizenship, military status, or any other protected classification. This policy applies to all activities of Articipate, including but not limited to employment, selection of volunteers, scholarship awards, purchasing, and selecting vendors or consultants. Articipate defines "negative discrimination" to include (but not necessarily be limited to) denial of services, employment, or volunteer opportunities to any class of individuals in a manner that negatively restricts opportunities to that class of individuals.