



BOYS & GIRLS CLUBS
OF PALM BEACH COUNTY

Non-Discrimination Clause

No form of unlawful discrimination, including unlawful harassment, is tolerated at Boys & Girls Clubs of Palm Beach County (BGCPBC) . As a leading youth development organization, BGCPBC stands for safety, dignity, and equitable opportunity. We work to create the next generation of great citizens; leaders who will help solve some of our Nation's toughest problems in the future. The principle of equity acknowledges that there are historically marginalized, underserved, and underrepresented populations. Our mission compels us to support youth in reaching their full potential, which includes identifying and helping to eliminate barriers that prevent the full participation and advancement of some groups in this country, particularly Black, Brown, Indigenous and other persons of color. BGCPBC actively advocates against all forms of racism and discrimination and believes our youth members, their families, and staff should be afforded the guarantee of fair treatment, access and opportunity. BGCPBC, as an affiliate of Boys & Girls Clubs of America, is required to maintain the highest standards of integrity and ethics in our activities and operations. "The professional shall recognize the importance of diversity while supporting and promoting diversity in club members, staff, boards, national staff, and local community. We conduct an annual diversity assessment to ensure that the workforce, advisory boards, corporate board, and leadership reflect the communities we serve."

BGCPBC is committed to the spirit and letter of all federal, state and local laws and regulations pertaining to equal opportunity. To this end, BGCPBC does not discriminate against any individual with regard to race, color, religion, sex, pregnancy, national origin, age, disability, genetic information, veteran status, or other status protected by applicable law. This Policy extends to all terms, conditions and privileges of employment, as well as the use of all BGCPBC facilities.