



# Montaña de Luz

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## **Nondiscrimination policy**

Montaña de Luz is a 501(c)(3) nonprofit organization committed to providing an inclusive and welcoming environment for all those we come into contact with, including but not limited to board, staff, volunteers, community partners, individuals and families we serve, and the public in the United States and in Honduras.

Montaña de Luz does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), HIV status, disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.

Montaña de Luz is an equal opportunity employer. We shall not discriminate and will not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.