



Colorado Planned Giving Roundtable

Nondiscrimination Policy - *Approved 9-28-2022*

Colorado Planned Giving Roundtable (CPGR) deeply values its community of planned giving professionals, volunteers, and the charities, schools, foundations, associations, businesses, and faith-based organizations that make up our membership network. We are committed to creating a friendly environment where each individual is welcomed and respected.

This nondiscrimination policy includes the identities of race, color, ethnicity, religion, creed, national origin, ancestry, gender, gender expression, age, body type, disability, marital status, sexual orientation, military status, or any identity facing discrimination.

CPGR does not and shall not discriminate 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 (both for CPGR and through referrals to partnering organizations), selection of speakers and vendors, partnering with sponsors and providing of services. Accordingly, we will not knowingly provide referrals to organizations that engage in unlawful discriminatory practices. CPGR is an equal opportunity employer. We do not and shall 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.

We are committed to providing an inclusive and welcoming environment for all volunteers, partners, staff, sponsors, speakers, contractors, and members. We endeavor to create a diverse Board of Directors and membership. We aim to build relationships with a wide spectrum of partner organizations and charitable causes as we work to provide a forum for the exchange of planned giving ideas.