

The Negev Foundation Policy of Non-Discrimination

The policies contained herein shall be enforced for all persons who are engaged in any foundation activities, including staff members, members of the Board of Directors, volunteers, contractors and sub-contractors, vendors, grantees, and partner organizations (henceforth referred to as "affiliated entities"). The Negev Foundation reserves the right to disassociate itself with any affiliated entity that violates this established policy of non-discrimination, and reserves the right to take further legal action against that entity found to be in violation of this policy.

Pursuant to applicable international, federal, state, and local laws, no individual or entity shall discriminate against any group or individual based on their race, ethnicity, color, religion, sex, military status, national origin, disability, age, ancestry, or sexual orientation. This policy of non-discrimination affects the actions of affiliated entities in many ways, including but not limited to the following:

Employment

The aforementioned characteristics shall not be a consideration for the hiring of new employees, nor shall it be taken into account when determining employees' initial wages, rate of promotion or wage increase, periodic formalized review, treatment in the work environment, or disciplinary action, up to and including termination. Furthermore, The Negev Foundation will not attempt to gain information about an applicant's race, ethnicity, color, religion, sex, military status, national origin, disability, age, ancestry, or sexual orientation in the process of reviewing an applicant for a volunteer or employment opportunity, pursuant to Ohio state law.

Project Implementation

The aforementioned characteristics shall not be taken into consideration for the purpose of determining beneficiary groups for the foundation's projects, and project participants shall not receive differing access to program services and/or aid based on their race, ethnicity, color, religion, sex, military status, national origin, disability, age, ancestry, or sexual orientation. In addition, all staff and volunteers who are engaged in implementing the foundation's initiatives will be informed of this policy, and will be immediately excluded from participation if they fail to abide by the regulations.

Sexual Harassment

As a logical extension of the policy of non-discrimination, The Negev Foundation will take all possible steps to prevent sexual harassment of its employees, the participants of its projects, and any other individuals associated with the foundation. Any forms of unwanted sexual attention, including physical contact, verbal harassment, or sexually-related threats or invitations are strictly prohibited, and will be punishable by immediate disciplinary action up to and including termination. Accordingly, the foundation strictly prohibits a quid-pro-quo system, in which sexual favors are requested or accepted as a condition of hiring or promotion of staff, participation in projects, or avoidance of disciplinary action. If a person not associated with the foundation commits sexual harassment against an affiliated individual, the foundation will assist the individual in seeking safety and will provide reasonable assistance in helping the victim of sexual harassment to remedy the situation.

Relevant Legal Statutes

The policy described above is not meant to be exhaustive, and other international, federal, state, and local laws may apply that are not explicitly mentioned in this policy. All affiliated entities are expected to act in accordance with the law, and under no circumstances is this policy intended to supersede legal regulations. Any omission of a relevant legal concept is purely accidental, and should not be construed as implicit or explicit disregard for its principles, nor shall it absolve any affiliated entity from the responsibility to abide by that law.

Exclusions

The Negev Foundation occasionally implements or provides funding for projects that have components explicitly designed to promote intercultural understanding. In these cases, individuals may be chosen to participate with regard to their ethnicity and/or religion. This selection is meant to ensure that there is a diverse group of participants who will effect change in local, regional, or national intercultural understanding, and will not be considered a breach of the non-discrimination policy. Regard for national origin, race, ethnicity, and/or religion in the course of choosing participants for a project focused on promoting intercultural understanding will not constitute a breach of this policy, as disregard for these characteristics would make it impossible to effect the understanding between traditionally hostile groups that the program seeks to create.

Also, programs that include an element of women's empowerment as a programmatic goal may consider gender when choosing participants and staff, and may proactively incorporate women and girls in these activities whenever possible. This will not be considered a breach of the foundation's non-discrimination policy.