

Non-Discrimination Policy



Share Pregnancy and Infant Loss Support, Inc. is an Equal Opportunity Employer. It is the policy of Share to maintain a working environment free of all forms of unlawful discrimination. Accordingly, Share affords equal opportunity to all employees and prospective employees without regard of race, color, creed, gender, gender identity, sexual orientation, religion, age, marital status, disability, military or veteran status, national origin, genetic information, or any other criteria protected by law. In addition, Share is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that employment decisions are based on an individual's abilities and qualifications. Consistent with this principle, it is therefore Share's policy not to discriminate in offering access to its programs and activities or with respect to employment terms and conditions on the basis of race, color, creed, gender, gender identity, sexual orientation, religion, age, marital status, disability, military or veteran status, national origin, genetic information, or any other criteria protected by law.

Share prohibits discrimination on the basis of race, color, creed, gender, gender identity, sexual orientation, religion, age, marital status, disability, military or veteran status, national origin, genetic information, or any other criteria protected by law in any aspect of the access to, admission to, or treatment of individuals in its programs and activities, or in employment and application for employment. Furthermore, Share prohibits harassment of program participants and employees, and harassment and retaliation for filing complaints of discrimination.

Reasonable efforts will be made to accommodate the impairments of qualified individuals with disabilities and an individual's bona fide and sincerely held religious practices and observances to the extent required by law, unless undue hardship to Share would result.

Inquiries and complaints about this non-discrimination policy should be directed to the Executive Director of Share or the Executive Committee of Share's Board of Directors.