

Equal Opportunity Policy

Commitment to Inclusion & Non-Discrimination

Axiom REACH Foundation is dedicated to fostering an inclusive, equitable, and diverse environment for all individuals involved in our mission—whether as **volunteers, grant recipients, partners, or beneficiaries**. We are committed to **ensuring fair and equal access** to our programs and opportunities, free from discrimination or bias of any kind.

Non-Discrimination Statement

Axiom REACH Foundation does not discriminate on the basis of **race, ethnicity, national origin, religion, gender, gender identity or expression, sexual orientation, age, disability, socioeconomic status, marital status, or any other characteristic protected by law**.

This commitment applies to:

- **Volunteer recruitment and participation**
- **Grant eligibility and distribution**
- **Program access and support services**
- **Employment and partnerships**

Our Principles

1. **Fairness & Merit-Based Selection** – All grant recipients, volunteers, and partners are evaluated based on merit, qualifications, and need, ensuring **equitable access** to our resources.
2. **Inclusive Culture** – We actively **welcome and respect** diverse perspectives, experiences, and backgrounds.
3. **Accessibility & Reasonable Accommodations** – We strive to **eliminate barriers** and provide necessary accommodations to ensure full participation in our programs.
4. **Zero Tolerance for Harassment or Discrimination** – Any form of harassment, exclusion, or bias is **strictly prohibited** and will be addressed appropriately.

Reporting & Accountability

Axiom REACH Foundation encourages **open communication**. Anyone experiencing or witnessing discrimination, bias, or unfair treatment is encouraged to report concerns confidentially. Reports will be handled with **utmost sensitivity and appropriate action**.

By upholding this policy, we reinforce our mission to **serve, support, and uplift** communities without bias—ensuring that our impact is truly inclusive.

