



Effective Date: June 5, 2026

Nondiscrimination Policy

At 2nd Mission Give Back, we believe every individual deserves to be treated with dignity, respect, and fairness. We are committed to providing services, volunteer opportunities, and community support without discrimination and in accordance with all applicable federal, state, and local laws.

Purpose

2nd Mission Give Back is committed to providing services, volunteer opportunities, and community support in a manner that promotes dignity, respect, fairness, and equal opportunity for all individuals.

Policy Statement

2nd Mission Give Back does not discriminate on the basis of race, color, religion, creed, sex, gender, gender identity or expression, sexual orientation, national origin, ancestry, age, disability, marital status, military or veteran status, genetic information, or any other characteristic protected by applicable federal, state, or local law.

This policy applies to:

- Delivery of programs and services
- Volunteer recruitment and participation
- Board membership and leadership opportunities
- Community outreach activities
- Partnerships and collaborations
- Fundraising and donor engagement

Equal Access

2nd Mission Give Back is dedicated to serving individuals and families in need without discrimination. All eligible individuals will be treated with respect and provided equal access to available services, resources, and opportunities regardless of protected status.

Reporting Concerns

Any individual who believes they have experienced discrimination in connection with the activities or operations of 2nd Mission Give Back is encouraged to report the concern to the organization's leadership for prompt review and appropriate action.

Compliance

2nd Mission Give Back will comply with all applicable federal, state, and local laws regarding equal opportunity and nondiscrimination.