

Non-Discrimination Policy

The Re-Entry Connect Organization Inc.

Effective Date: 2025 / Last Updated: 2025

Our Commitment

The Re-Entry Connect Organization Inc. is founded on the belief that every human being has inherent worth, dignity, and the right to a second chance. We are committed to creating an environment that is welcoming, inclusive, and free from discrimination in all forms. This commitment applies to every person we serve, every volunteer we engage, every partner we work with, and every donor who supports our mission.

We believe that transformation does not discriminate – and neither do we.

Non-Discrimination Statement

The Re-Entry Connect Organization Inc. does not discriminate on the basis of:

- Race
- Color
- National origin or ethnicity
- Ancestry
- Religion or creed
- Sex or gender
- Gender identity or gender expression
- Sexual orientation
- Age
- Disability (physical or mental)
- Marital or family status
- Pregnancy
- Veteran or military status
- Immigration or citizenship status
- Socioeconomic background
- Prior arrest or incarceration record
- Political beliefs or affiliation

This policy applies to all aspects of our organization including but not limited to:

- Program participation and services
- Volunteer opportunities
- Employment and hiring
- Board and committee membership
- Partnerships and collaborations
- Donations and donor relations
- Events and community outreach

Commitment to Those We Serve

We recognize that the individuals we serve – formerly incarcerated people and at-risk youth – often face profound discrimination in society. It is our explicit commitment that no person will ever be treated with less dignity, respect, or care within our organization because of their past. A prior conviction, arrest record, or involvement with the justice system will never be used to exclude, demean, or limit access to our services.

Every person who walks through our doors – physically or digitally – will be treated with compassion, respect, and the full recognition of their humanity and potential.

Accessibility

The Re-Entry Connect Organization is committed to making our programs, services, and website accessible to individuals with disabilities. If you require accommodations to participate in our programs or access our services, please contact us and we will make every reasonable effort to meet your needs.

Equal Opportunity Employment

The Re-Entry Connect Organization Inc. is an Equal Opportunity Employer. All employment decisions – including hiring, compensation, promotion, discipline, and termination – are made without regard to any protected characteristic listed above. We are committed to building a team that reflects the diversity of the communities we serve.

We strongly encourage applications from individuals who are formerly incarcerated, as lived experience is a valued asset within our organization.

Reporting a Concern

We take all reports of discrimination seriously. If you believe you have been subjected to discrimination by our organization, staff, volunteers, or representatives, we encourage you to report it immediately.

To file a report or concern:

✉ Email: thereentryconnect@gmail.com ☎ Phone: (267) 709-8083 ✉ Mail: The Re-Entry Connect Organization Inc., 521 Central Ave, Box 95, Cheltenham, PA 19012

All reports will be:

- Taken seriously and investigated promptly
- Handled with confidentiality to the greatest extent possible
- Free from retaliation against the person reporting

External Reporting

If you feel your concern has not been adequately addressed, you may also file a complaint with:

- U.S. Equal Employment Opportunity Commission (EEOC): www.eeoc.gov | 1-800-669-4000
- Pennsylvania Human Relations Commission (PHRC): www.phrc.pa.gov | 1-717-787-4410
- U.S. Department of Justice Civil Rights Division: www.justice.gov/crt

Retaliation Prohibited

The Re-Entry Connect Organization strictly prohibits retaliation against any person who reports discrimination, files a complaint, or participates in any investigation related to this policy. Any act of retaliation will be treated as a serious violation and addressed accordingly.

Policy Review

This Non-Discrimination Policy will be reviewed annually by the Executive Committee and updated as needed to reflect changes in law, community needs, or organizational growth.

Contact Us

For questions about this policy or to request accommodations:

The Re-Entry Connect Organization Inc. thereentryconnect@gmail.com (267) 709-8083 
www.thereentryconnect.org 521 Central Ave, Box 95, Cheltenham, PA 19012

*The Re-Entry Connect Organization Inc. is a registered 501(c)(3) nonprofit. EIN: 39-3134727.
We are committed to equity, dignity, and second chances for all.*