



Foundations Upper Valley

An S^D Associates special education school, 147 Main Street, Windsor, VT 05089
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Non-Discrimination Policy

At Foundations, we support our mission through a commitment to diversity, inclusion, and equity. We welcome the full range of differences in the human family, in our service provision, hiring practices, collaboration with stakeholders, student body, and in our interactions with the community at large. We believe the best outcomes occur when our support is person- and family-centered.

S^D Associates and Foundations are committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. We embrace and encourage differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our community unique.

All employees of S^D Associates and Foundations have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative. Students who believe they have been subjected to any kind of discrimination that conflicts with this diversity policy and initiatives should seek assistance from the Foundations' Head of School and/or S^D Associates Executive Director.

In Summary: S^D Associates and Foundations do not discriminate on the basis of race, color, national origin, creed, caste, ethnicity, language or linguistic diversity, socio-economic status, religion, housing status, immigration or citizenship status, marital status, sex, disability, age, gender identity, or sexual orientation, in its programs and activities.