



Non-Discrimination and Equal Opportunity Policy

1. Purpose

This policy affirms Antumbra Collective's commitment to equal opportunity, civil rights compliance, and nondiscrimination in governance, volunteer engagement, contracting, grantmaking, partnerships, and public-facing operations. The organization operates in compliance with federal civil rights laws, the Colorado Anti-Discrimination Act, and applicable IRS regulations governing private foundations.

2. Scope

This policy applies to directors, officers, volunteers, contractors, program participants, applicants for funding, vendors, website users, and all persons engaging with Antumbra Collective.

3. Protected Characteristics

Antumbra Collective does not discriminate on the basis of race, color, religion, creed, sex, gender, gender identity, gender expression, sexual orientation, national origin, ancestry, age, disability, genetic information, marital status, socioeconomic status, veteran status, lawful participation in drug-free or sober recovery programs, long-term recovery of more than six months, or any status protected under federal or Colorado law. The organization additionally affirms the protections and human dignity principles advocated within the American Counseling Association Code of Ethics.

4. Religion-Neutral Commitment

Antumbra Collective is religion-neutral. The organization does not favor or disfavor any faith tradition and will not discriminate against organizations that themselves do not discriminate against protected classes observed under this policy.

5. Accessibility and Inclusion

The organization commits to ADA compliance, digital accessibility standards (including reasonable adherence to WCAG guidelines), telehealth accessibility when applicable, reasonable accommodations upon request, and language access where feasible. The organization affirms commitments to equity, cultural humility, neurodiversity inclusion, veteran-inclusive practices, and reduction of systemic barriers.

6. Grantmaking and Program Decisions

All funding and program decisions shall be based solely on mission alignment, objective criteria, and documented board-approved standards. No favoritism toward insiders or disqualified persons shall occur, and all decisions shall comply with IRS private foundation regulations.

7. Complaint and Reporting Procedure

Concerns regarding discrimination may be reported to any board member, to the Secretary as Records Custodian, or anonymously when feasible. All complaints shall be documented, investigated in good faith, and addressed through formal board review when necessary.

8. Anti-Retaliation

Retaliation against any individual who raises a concern, participates in an investigation, or reports suspected discrimination is strictly prohibited. This protection extends to directors, volunteers, contractors, grant applicants, and community partners.

9. Political Neutrality and Mission Alignment

The organization shall not issue political statements unrelated to its mission. Any public policy or advocacy statements must be approved by board vote and aligned with the organization's charitable purposes.

10. Policy Review

This policy shall be reviewed periodically to ensure continued compliance with evolving civil rights standards and governance best practices.

Board Adoption

This Non-Discrimination and Equal Opportunity Policy was adopted by unanimous vote of the Board of Directors of Antumbra Collective on February 4, 2024.

REDACTED VERSION: A signed original of this policy is maintained in the official Antumbra Collective document repository under the custody of the Secretary. Signatures are not displayed publicly to mitigate fraud risk.

President: _____

Secretary: _____

Treasurer: _____