

**United Way of the Capital Area
Affirmation of Non-discrimination Policy**

Questions and Answers

Q. Why was this necessary?

A. The policy approved by the Board of Directors is a restatement of a position long held by United Way. It is rooted in our values and beliefs statement.

Q. How was this policy developed?

A. The Board approved the formation of a task force at the November 22, 2000, meeting to review this policy and to come back to the Board with a recommendation no later than the April 2001 meeting.

Using guidelines for ethical decision-making as a framework for discussion, the Values and Consequences Task Force met three times and developed the policy recommendations that was brought to the Board in April.

Q. Who made up the Task Force that developed this policy?

A. The Values and Consequences Task Force included 16 community volunteers representing a diverse cross-section of our community. It was chaired by Samuel Hamilton and was facilitated by an ethicist, Dr. Michael Rion of Resources for Ethics and Management.

Q. When did it go into effect?

A. Agencies seeking to secure funding through United Way for the 2002 fall campaign, needed to include a signed non-discrimination statement as part of their submission for funding in spring 2002.

Q. Why was it not effective immediately upon approval by the board?

A. When any significant change in criteria for funding has been instituted, it has gone into effect at the beginning of the next funding cycle.

Q. What if an agency did not sign the non-discrimination statement?

A. If an agency is unable to include a signed nondiscrimination statement as part of their submission for funding, they would be ineligible to be considered to receive a share of the undesignated funds from the next fall campaign.

Q. Can donors direct their gift to any nonprofit organization?

A. Yes. Individuals may direct their gifts through the United Way Community Campaign to any qualified not-for profit organization recognized as a 501(c)(3) by the Internal Revenue Service.

Q. Can I exclude an agency from receiving a portion of my undesignated gift?

A. Yes. Individuals may exclude an agency(ies) from receiving any portion of their undesignated gift.

Q. What if an agency by its mission only serves a targeted population?

A. United Way of the Capital Area recognizes that there is a difference between prohibited discrimination and targeted services in program delivery. Discrimination prevents individuals (who would be eligible for the offered service) from receiving service due to some predetermined group characteristic (such as a senior center that refuses service to a couple because of their religion, or a child care center refusing to serve a toddler based on race.) Targeted services empower otherwise disadvantaged individuals and are intended to meet the particular social service needs of a population (such as a senior center for senior citizens or child care for infants to five years of age.)

Q. Is this the national policy for United Ways?

A. Each United Way is an independent and autonomous nonprofit organization governed by community volunteers. Each United Way makes decisions to serve, what they believe to be, in the best interests of their local community.

Q. Who can I call if I have further questions?

A. Call Susan Dunn, senior vice president of United Way of the Capital Area, 860-493-6820, or e-mail: sdunn@uwcaact.org.