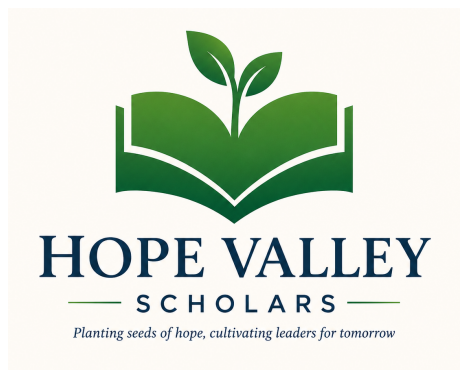




HOPE VALLEY SCHOLARS INC.

Nondiscrimination and Equal Opportunity Policy

Fair access, dignity, accommodation and respectful treatment.

This policy establishes Hope Valley Scholars' commitment to lawful fair access, equal opportunity, reasonable accommodation, respectful treatment and protection from retaliation.

OUR COMMITMENT: Hope Valley Scholars applies this document to the programs, people and activities within its scope. Questions or requests for an accessible copy may be sent to the contact information below.

Version	1.0
Policy owner	Board of Directors
Effective date	01/01/2026
Review cycle	Annual
Website address	https://www.hopevalleyscholars.org/Documents/pdf/Hope%20Valley%20Scholars%20Nondiscrimination%20and%20Equal%20Opportunity%20Policy.pdf

Organization: Hope Valley Scholars Inc. | U.S. 501(c)(3) public charity | EIN 41-2924425

Contact: info@hopevalleyscholars.org | +1 (302) 898-6006 | <https://www.hopevalleyscholars.org>

1. Policy statement

Hope Valley Scholars Inc. will not unlawfully discriminate, harass or retaliate in governance, employment, volunteering, contracting, partnerships, fundraising, scholarship selection, mentorship or any other program or service.

2. Scope and protected characteristics

This policy applies to directors, officers, employees, volunteers, committee members, applicants, scholars, parents or guardians, mentors, donors, vendors, contractors and partners in every approved location and online environment.

Consistent with applicable law, Hope Valley Scholars prohibits discrimination or harassment based on race, color, ethnicity, national origin, nationality, ancestry, religion or creed, sex, pregnancy or related condition, sexual orientation, gender identity or expression, age, disability, genetic information, marital or family status, military or veteran status, citizenship or immigration status where protected, or any other legally protected status.

3. Scholarship and program access

- Use written, mission-aligned eligibility and selection criteria communicated in advance and applied consistently.
- Financial need may be considered because it is central to the charitable mission; economic information must not be used for an unrelated discriminatory purpose.
- Age, grade, residence or enrollment status may be used only when directly related to a published program design and applied consistently.
- No applicant shall be required to profess or practice a particular faith. If a religious-leader reference is accepted, an equivalent recognized community-leader reference must be accepted.
- A reviewer with a conflict involving an applicant shall not score, rank, interview, advocate for or vote on that applicant.
- Refusing optional media consent, requesting an accommodation or making a good-faith complaint shall not reduce eligibility or treatment.

4. Employment, leadership and volunteer opportunity

Recruitment, assignment, compensation, training, evaluation, promotion, discipline, separation and access to leadership shall use lawful role-related qualifications, performance, conduct and organizational need. The Organization shall not use stereotypes or a protected characteristic to advantage or disadvantage a person except where a specific action is lawful and approved after appropriate review.

5. Reasonable accommodation and accessible participation

Hope Valley Scholars will provide reasonable accommodation and accessible communication as required by applicable law unless doing so would impose an undue hardship or fundamentally alter the program. Requests may be submitted through info@hopevalleyscholars.org or +1 (302) 898-6006. Only information reasonably necessary to understand and implement the request shall be collected and shared.

6. Harassment and respectful conduct

Harassment, bullying, degrading comments, slurs, threats, unwanted sexual conduct, exclusion, stereotyping and other hostile or abusive conduct are prohibited. Conduct may violate organizational standards even when it does not meet the legal threshold for unlawful harassment. A person is not required to confront the alleged wrongdoer before seeking help.

7. Reporting and non-retaliation

A person may report discrimination, harassment, denial of accommodation or retaliation through the Applicant, Scholar and Parent Complaint and Appeals Policy, the Whistleblower and Organizational Complaint Policy or another approved channel. Reports shall be handled promptly, impartially, confidentially to the extent reasonably possible and with procedural fairness.

8. Partners, training and oversight

- Communicate this policy to Board members, staff, volunteers, selection committees, mentors and relevant contractors and provide role-appropriate training.
- Require partners and vendors delivering Hope Valley activities to maintain compatible nondiscrimination, safeguarding and non-retaliation standards.
- Review eligibility criteria, accommodation access, de-identified selection outcomes and complaints periodically for consistency and barriers.
- Use corrective action, reassignment, removal, discipline, contract remedies or referral when a violation is substantiated.

Appendix A - Accommodation or fair-access request

Name and relationship to Hope Valley Scholars

Safe contact and preferred communication format

Program, application, meeting or website feature affected

Barrier, unequal treatment or accommodation requested

Date support is needed and any voluntarily supplied information

Submitted by

Signature or confirmation

Date

Official references

- [U.S. Equal Employment Opportunity Commission guidance](#)
- [U.S. Department of Justice web-accessibility guidance](#)

Document control: The current public version is maintained by Hope Valley Scholars Inc.; printed or downloaded copies may become outdated. **Related:** [Accessibility Statement](#) | [Complaint and Appeals Policy](#).

Version 1.0 | Effective 01/01/2026 | Next scheduled review: 01/01/2027.