

BLACK Lemonade

Founded in June of 2020, at the height of indifference, Black Lemonade is a 501c3 solution-oriented nonprofit dedicated to turning lemons into lemonade for our minority and underserved youth

Non-Discrimination Policy

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- I. **Commitment to Individual Dignity and Fairness** Black Lemonade is committed to fostering an environment grounded in the principles of fairness, mutual respect, and individual dignity. We believe that every individual—whether a youth participant, team member, or volunteer—should be treated with the highest degree of respect, regardless of their background or identity. Our commitment to non-discrimination is central to our mission of strengthening the community through the empowerment of the individual and the removal of structural obstacles to success.
- II. **Scope of Protection** Black Lemonade does not and shall not discriminate on the basis of race, color, religion, creed, national origin, ancestry, age, sex (including pregnancy, sexual orientation, and gender identity), marital status, disability, veteran status, or any other characteristic protected by applicable federal, state, or local laws.

This commitment applies to all aspects of our operations, including:

- **Provision of Services:** Outreach and selection for youth mentorship and educational programs.
 - **Employment and Workforce:** Recruitment, hiring, training, compensation, promotion, and termination.
 - **Organizational Governance:** Appointment to the Board of Directors and selection of volunteers or contractors.
- III. **Merit-Based Opportunity and Access** Consistent with our goal to equip youth with the tools they need to reach their full potential, Black Lemonade utilizes a Belonging Enhanced by Access Through Merit (BEAM) framework. All decisions regarding employment, advancement, and program eligibility are based on objective criteria, individual initiative, and demonstrated potential.

We focus on expanding access to opportunity by identifying and addressing the structural and economic impediments that hinder individual success. Selection processes are designed to be transparent, performance-driven, and free from unlawful preferences or quotas.

- IV. **Workplace Culture and Anti-Harassment** Black Lemonade maintains a zero-tolerance policy for discrimination in any form, including harassment, bullying, intimidation, or

retaliation. We define harassment as any unwanted conduct that violates an individual's dignity or creates an environment that is intimidating, hostile, or offensive.

- V. In accordance with federal and state laws, including the Americans with Disabilities Act (ADA), Black Lemonade provides reasonable modifications and accommodations for qualified individuals with disabilities or for religious practices to ensure every person has an equal opportunity to succeed.
- VI. Reporting and Accountability Any individual associated with Black Lemonade who experiences or witnesses behavior they believe violates this policy is encouraged to report it immediately through our designated reporting channels. Reports will be investigated promptly and thoroughly. Retaliation against any person who reports a concern or participates in an investigation is strictly prohibited and constitutes grounds for immediate disciplinary action, up to and including termination.

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