

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

At Black Lemonade, we are committed to creating and maintaining a work environment that is inclusive, diverse, and free from discrimination. We believe that every individual should be treated with dignity and respect, regardless of their race, color, ethnicity, national origin, religion, age, sex, gender identity, sexual orientation, marital status, disability, veteran status, or any other characteristic protected by applicable law.

Discrimination in any form, including but not limited to harassment, bullying, intimidation, or retaliation, will not be tolerated within our organization. All team members, volunteers, contractors, and individuals associated with Black Lemonade are expected to adhere to this policy and to conduct themselves in a manner that promotes mutual respect and understanding.

This commitment to non-discrimination applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination. Additionally, it extends to all interactions within the workplace, as well as to any external relationships and engagements on behalf of Black Lemonade.

Any allegations of discrimination will be promptly and thoroughly investigated, and appropriate action will be taken to address and remedy the situation. This may include disciplinary action, up to and including termination of employment or other relationships with Black Lemonade.

We encourage all individuals associated with Black Lemonade to report any concerns or incidents of discrimination to management, Human Resources, or another designated reporting mechanism. We are committed to fostering an environment where everyone feels safe, valued, and empowered to contribute to our mission and goals.

This Non-Discrimination Policy reflects our dedication to promoting equality, diversity, and inclusion within our organization and in the communities we serve. We will continuously review and update this policy as needed to ensure that it remains aligned with our values and legal requirements.

Diversity Statement

At Black Lemonade, we celebrate diversity in all its forms as a fundamental pillar of our organization. We believe that embracing diversity – whether it be in race, ethnicity, gender, sexual orientation, age, ability, religion, socioeconomic background, or perspective – enriches our workplace culture, fosters innovation, and strengthens our ability to serve our communities effectively.

We are committed to creating an inclusive environment where every individual feels valued, respected, and empowered to bring their authentic selves to work. We recognize that diversity is not just about representation, but also about creating equitable opportunities for all individuals to thrive and succeed.

By embracing diversity, we are better able to understand and address the unique needs and experiences of the communities we serve. We actively seek out diverse perspectives and voices to inform our decision-making processes and drive positive change.

We are dedicated to promoting diversity and inclusion at all levels of our organization, from our leadership team to our front-line staff. We strive to foster a culture of openness, collaboration, and mutual respect, where differences are celebrated and valued as strengths.

Through our commitment to diversity and inclusion, we aim to create a more equitable and just society where everyone has the opportunity to reach their full potential. We recognize that our journey towards diversity and inclusion is ongoing, and we are committed to continuously learning, growing, and evolving as an organization.

At Black Lemonade, diversity is not just a goal – it is a fundamental value that guides everything we do. We are proud to embrace diversity as a source of strength and resilience, and we are committed to creating a more inclusive world for all.