

# ***Diversity and Non-Discrimination Policy***

Kansas City Community Gardens [and associated Giving Grove Program] values the diversity of the community it serves and wishes to reflect that diversity within our board of directors, staff and constituency.

Kansas City Community Gardens reaffirms its commitment to create a supportive environment which enables all people to perform to their potential.

Valuing diversity means valuing different backgrounds and perspectives, fostering teamwork among our heterogeneous community, and maximizing contributions using the skills and talents of all members of our community.

Diversity means recognizing opportunities, and demonstrating the ability to address issues of diversity in the successful operation of our programs.

Kansas City Community Gardens does not discriminate against any person or group on the basis of race, color, gender, sexual orientation, national origin, disability, religion, veteran status, or age.

1-28-09, updated 2-8-12

The Giving Grove Civil Rights Coordinator:

Rob Reiman

The Giving Grove Executive Director

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Rob coordinates The Giving Grove's compliance with 40 C.F.R. Parts 5 and 7 and is the appropriate contact for any discrimination complaints in keeping with the following Giving Grove grievance procedure.