



NON-DISCRIMINATION IN PROVISION OF SERVICES POLICY

Purpose: To require all staff members directly providing benefits to the public, and all partners receiving THDA funds that directly provide a benefit to the public, be non-discriminatory.

Effective Date: October 1, 2012

Application: This policy applies to all THDA staff and contracts with Partners to provide benefits to the public.

Policy Statement: The intent of this policy is to provide guidance to THDA staff in preventing discrimination on the basis of race, color, religion, national origin, sex, familial status, disability and any other class protected under state or federal law in providing benefits to the public.

Responsibility: No staff person or partner of THDA shall engage in discriminatory practices. A discriminatory practice occurs any time a recipient of or applicant for services is denied services or has some other negative action taken toward that resident or applicant because of membership in the protected class.

Guidelines: Every contract to provide funding for services through THDA partners shall include language in the contract that establishes an affirmative obligation to not discriminate against any individual on the basis of that individual's membership in a class listed in this policy. Every staff person shall report any suspected discriminatory conduct by a partner or staff member to a member of Leadership, the Office of Chief Legal Counsel, or the Division of Internal Audit. The Division of Internal Audit shall perform any investigations into allegations of discrimination under this policy.

Consequences: Any employee who fails to comply with this policy or who encourages such conduct by others may be subject to corrective action in accordance with THDA's Discipline Policy up to and including termination of employment. Any partner who fails to comply with a contractual obligation not to discriminate shall face loss of funding or such other consequences as determined in the contract with THDA.

Other Laws and Policies: Should this policy conflict with any state or federal law, this policy shall be superseded to the extent necessary to comply with the law.

Amendments: This policy is subject to modification, amendment or revocation at any time at the sole discretion of THDA.

Approved by:

Ted R. Fellman, Executive Director

9-21-12

Date