

Policy Name: Non Discrimination Practices

Authorized by: VBJI Board

Date Authorized: 11/2/17

Modified:

Replaces: Prior version from 4/12/12

I Services

- A. We are faith based organization but more decidedly we are Christian in our faith orientation - as in we follow Jesus and His example to show unconditional love to the poor, marginalized and oppressed. Accordingly, we are called to serve every victim of human trafficking we can - of any faith or none.
- B. Therefore, VBJI shall not discriminate in its provision of services to human trafficking victims/survivors with regard to race, color, religion, national origin, sex, age, marital status, personal appearance, family responsibilities, disability, enrollment in college or vocational school, political affiliation, veteran status, sexual orientation and/ or gender identity or genetic information.

II. Equal Opportunity Employer

A. The Virginia Beach Justice Initiative ("VBJI") is both an equal-opportunity employer and a faith-based religious organization. We conduct hiring without regard to race, color, ancestry, national origin, citizenship, age, sex, marital status, parental status, enrollment in college or vocational school, political affiliation, veteran status, membership in any labor organization, or disability of an otherwise-qualified individual. The status of VBJI as an equal-opportunity employer does not prevent the organization from hiring staff based on their religious beliefs so that all staff share the same religious commitment which is central to our mission.

B. Pursuant to the Civil Rights Act of 1964, Section 702 (42 U.S.C. 2000e 1(a)), VBJI has the right to, and does, hire only candidates who agree with VBJI's Core Values and the Apostles' Creed, which are as follows:

1. *VBJI Core Values:

- a. God first. We will seek God first in all we do, and count on Him to help us to do more than we could ever imagine. We will give Him the glory for all that He uses us to accomplish.

- b. Survivor empowerment. God has called us to be His hands and feet; to love and help those being oppressed, and to be a voice for them until they can find their own. We come alongside survivors to provide them with spiritual, physical, mental, emotional and practical support, so that they can believe God's plan to give them hope and a future.
- c. Culture of honor. We strive to reflect Christ in all we do. We will show mercy, seek justice and act humbly. We will respect and encourage one another. We will strive to listen first, be slow to speak or get angry and quick to forgive.
- d. Spirit of collaboration. We believe we have been called as one among many to eradicate human trafficking. We do not seek our own fame but the safety and healing of those we serve. To that end, we look for opportunities to collaborate with and support others committed to ending human trafficking.

2. **Apostles' Creed:**

“I/We believe in God the Father Almighty; Maker of Heaven and Earth; and in Jesus Christ His only (begotten) Son our Lord; who was conceived by the Holy Ghost, born of the Virgin Mary; suffered under Pontius Pilate, was crucified, dead, and buried; He descended into hell; the third day He rose from the dead; He ascended into heaven; and sits at the right hand of God the Father Almighty; from thence He shall come to judge the quick and the dead. I believe in the Holy Ghost; the holy (Christian)(catholic) Church; the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting. Amen.”

III. **Procedures**

Any discriminatory practices in violation of the policies set forth in sections I and II above shall be reported to the President/Executive Director for investigation and action as is necessary to address the allegations and bring practices back into alignment with the policies as noted.

*See Attachment A