

# NON-DISCRIMINATION POLICY

## I. PURPOSE

To ensure that the Foundation prohibits discriminatory practices in creating policies, accepting applications, making grants and any other aspects of its work.

## II. POLICY

The Board of the Pioneer Electric Cooperative Charitable Foundation has adopted the following:

- A. Grants will be available to individuals and families that are members of Pioneer Electric Cooperative.
- B. Grants will be available to organizations within Pioneer Electric Cooperative's service territory that serve or provide services to members of Pioneer Electric Cooperative.
- C. In all of its activities, neither the Foundation nor its Board shall discriminate against any applicant on the basis of any federally recognized protected class, including, but not limited to race, sex, creed, national origin, sexual orientation or color.

## III. RESPONSIBILITY

It shall be the responsibility of the Foundation Board of Directors to assure the proper administration of this policy.

Approved: March 23, 2021

Revised: February 21, 2024