



El Caldito's Nondiscrimination Policy

Adopted by the Board of Directors on September 20, 2016

El Caldito does not and shall not discriminate on the basis of age, race, color, religion (or religious creed), sex, gender identity, gender expression, sexual orientation, marital status, national origin (or ancestry), serious medical condition, disability, political beliefs, military status, or veterans' status, in any of its activities or operations. These activities include, but are not limited to, hiring, evaluating and firing of staff, selection of volunteers and vendors, selecting members of the Board of Directors and Board Officers, serving all who come to eat at the soup kitchen (our clients), and provision of any other services. In addition, El Caldito adheres to all applicable Federal, State and Municipal laws and compliance regulations regarding unlawful discrimination. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, and vendors.

El Caldito is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of age, race, color, religion (or religious creed), sex, gender identity, gender expression, sexual orientation, marital status, national origin (or ancestry), serious medical condition, disability, political beliefs, military status, or veterans' status.

As an occupant of a city owned building, El Caldito adheres to the City of Las Cruces nondiscrimination policy. Please see <http://www.las-cruces.org/departments/human-resources/eo---ada>.

As an institution participating in a USDA program, El Caldito adheres to the USDA nondiscrimination statement. Please see <https://www.usda.gov/non-discrimination-statement>.