



The Bonnell Foundation: living with cystic fibrosis Policy of Non-Discrimination

The Bonnell Foundation: living with cystic fibrosis (BF) maintains and enforces a policy of non-discrimination and equal employment opportunity:

- In the provision of services to the public;
- With regard to all aspects of employment practices, including opportunities for employment;
- In the selection and utilization of volunteers.

This policy prohibits discrimination on the basis of race, ethnicity, color, ancestry, religious creed, national origin, gender, sexual orientation, socioeconomic status, mental disability, physical disability, medical condition*, age, marital status, height, or weight.

Employment practices shall conform to federal, state, and local regulations. For employee or volunteer applicants, the BF shall provide reasonable accommodations for those with disabilities who can perform the essential functions of their jobs with or without accommodations, unless the accommodations cause undue hardship to the BF.

**In order to protect the health and wellbeing of BF clients, staff and volunteers with cystic fibrosis, all individuals who wish to attend BF sponsored activities where other people with cystic fibrosis are present must conform to the BF cross-infection guidelines.*