



MIYKA'EL FOUNDATION, INC.

EIN: 41-5092933



www.miykaelfoundation.org



legal@miykaelfoundation.org

NON-DISCRIMINATION POLICY

Effective Date: June 2026

Last Reviewed: June 2026

ARTICLE I: PURPOSE

Miyka'el Foundation, Inc. ("Foundation") is committed to providing equal access to its programs, services, employment opportunities, and volunteer roles without discrimination of any kind. This Non-Discrimination Policy affirms the Foundation's belief that every person deserves to be treated with dignity, fairness, and respect, regardless of personal characteristics or background.

ARTICLE II: SCOPE

This policy applies to all Foundation activities, programs, and operations, including, but not limited to:

- a) Service delivery and program participation
- b) Volunteer recruitment and engagement
- c) Vendor and contractor relationships
- d) Board membership and governance
- e) All public-facing communications and representations

ARTICLE III: NON-DISCRIMINATION STATEMENT

The Foundation does not discriminate on the basis of:

- Race or ethnicity
- Color
- National origin or ancestry
- Religion or religious belief
- Gender or gender identity
- Sexual orientation
- Age
- Disability or medical condition
- Marital or family status
- Pregnancy or parental status
- Veteran or military status
- Socioeconomic status
- Immigration or citizenship status
- Any other characteristic protected by applicable federal, state, or local law

This commitment applies to all individuals who seek, receive, or are referred for services, as well as all individuals who serve, volunteer, or partner with the Foundation in any capacity.

ARTICLE IV: SERVICE DELIVERY

The Foundation is committed to ensuring that all programs and services are accessible and delivered equitably to all eligible individuals and families. No person shall be denied access to Foundation programs or services on the basis of any characteristic listed in Article III.

The Foundation recognizes that the communities it serves reflect a diversity of backgrounds, cultures, languages, and experiences. Program design and service delivery shall reflect this diversity with cultural sensitivity, dignity, and respect.

ARTICLE V: REASONABLE ACCOMMODATIONS

The Foundation will make reasonable accommodations to ensure meaningful access to its programs and services for individuals with disabilities or other access needs, to the extent permitted by applicable law and the Foundation's operational capacity.

Individuals requiring accommodations are encouraged to contact the Foundation in advance of any program participation or service request:

By Email: legal@miykaelfoundation.org

By Phone: (954) 352-9107

ARTICLE VI: REPORTING DISCRIMINATION

Any individual who believes they have experienced or witnessed discrimination in connection with the Foundation's programs, services, or operations is encouraged to report the concern promptly.

Reports may be submitted:

By Email: legal@miykaelfoundation.org

In Writing:

Miyka'el Foundation, Inc.

Attn: Board President

8029 W McNab Road, Suite 3071

Tamarac, Florida 33319

All reports will be reviewed promptly, investigated thoroughly, and handled with appropriate confidentiality, care, and impartiality. The Foundation prohibits retaliation against any individual who reports a discrimination concern in good faith. Refer to the Foundation's Whistleblower Policy for full non-retaliation protections.

ARTICLE VII: COMPLIANCE

The Foundation is committed to full compliance with all applicable federal, state, and local non-discrimination laws and regulations, including, but not limited to:

- Title VI of the Civil Rights Act of 1964
- Section 504 of the Rehabilitation Act of 1973
- The Americans with Disabilities Act of 1990
- The Age Discrimination Act of 1975
- Florida Civil Rights Act of 1992

ARTICLE VIII: POLICY REVIEW

This policy shall be reviewed annually by the Board of Directors and updated as necessary to reflect changes in applicable law, organizational growth, or community needs.

This policy was adopted by the Board of Directors of Miyka'el Foundation, Inc.

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