



APF Nondiscrimination and Civil Rights Policy

The Anchorage Park Foundation (APF) is a private, 501(c)(3) nonprofit organization. The Anchorage Park Foundation is also an Equal Employment Opportunity (EEO) employer; as such, APF is committed to providing an environment that is free from discrimination in employment and opportunity because of race, color, creed, religion, sex, age, disability, national origin, citizenship, marital status, genetic information, pregnancy, parenthood, sexual orientation, or any other legally protected status.

In addition, to ensure full equality of opportunity in all operations and activities of the organization, every staff member employed by the Anchorage Park Foundation shall be selected under fair employment procedures that provide equal employment opportunities to all people.

It is the policy of the Anchorage Park Foundation to:

- Follow personnel procedures that will ensure equal opportunity for all people without regard to race, color, creed, religion, sex, age, disability, national origin, citizenship, marital status, genetic information, pregnancy, parenthood, sexual orientation, or any other legally protected status;
- Make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties, assignments, and essential functions of that position;
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted;
- Be continually alert to identify and correct any practices by individuals that are at variance with the intent of the Equal Employment Opportunity Policy.

APF Discrimination Complaint Policy

To file a discrimination complaint as an employee of the Anchorage Park Foundation, please follow the Complaint Procedures outlined in Section 1 of the Anchorage Park Foundation Personnel Policy Handbook.

To file a discrimination complaint as a community member, please contact Anchorage Park Foundation Executive Director, Beth Nordlund, at (907) 274-1004 or at beth@anchorageparkfoundation.org.