

VCA Welfare Foundation
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Adopted by the VCA Welfare Foundation Board of Directors on October 29, 2014:

The VCA Welfare Foundation believes that equal opportunity is important for the continuing success of our organization. In so doing, the VCA Welfare Foundation does not and shall not engage in negative discrimination on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), citizenship, disability, marital status, sexual orientation, or military status, or any other protected classification, in any of its activities. These activities include, but are not limited to, grant making and the selection of volunteers, vendors or consultants. The VCA Welfare Foundation defines “negative discrimination” to include (but not necessarily limited to) denial of services, employment, or volunteer opportunities to any class of individuals in a manner that negatively restricts opportunities to that class of individuals.

Further, we are committed to providing an inclusive and welcoming environment for all members of our Board of Directors, our volunteers, our donors, our vendors, our consultants and all recipients of our grants in any setting, be it for a social gathering or a site of an official board meeting (online or in a physical space). Said environment will be free of negative discrimination, as defined above, and of harassment of any kind as defined by municipal, state and federal laws.