



Sights for Hope Non-Discrimination Policies

Sights for Hope maintains non-discrimination policies with respect to the people it serves, its employees, its program volunteers, its fundraising volunteers, its administrative volunteers, and the members of its Board of Directors.

Operations Policy 1.7 – Equality of Service Delivery

Sights for Hope complies with all applicable civil rights laws and standards of the United States of America and the Commonwealth of Pennsylvania. No otherwise qualified applicant for services or service participant shall be denied services that can be provided safely, nor be subjected to discrimination in any manner, on the basis of race, color, national origin, religion, sex, sexual orientation, gender identification, veteran status, marital status, age, physical impairment not related to sight, nor any other characteristic protected by law.

This policy covers eligibility for and access to service delivery and treatment in all Sights for Hope services. It is the policy of Sights for Hope to provide language access services to populations of persons with limited English proficiency who are eligible to be served or likely to be affected directly by our services. Delivery of all service to clients and patients shall be of equal quality.

No qualified client or patient shall be denied services of our highest quality due to a lack of financial capacity. Moreover, Sights for Hope shall make all reasonable efforts to arrange for financial assistance from the Pennsylvania Bureau of Blindness and Visual

Lehigh Valley Services Center

845 West Wyoming St.
Allentown, PA 18103
610.433.6018
Fax 610.433.4856

Monroe Services Center

4215 Manor Drive
Stroudsburg, PA 18360
570.992.7787
Fax 570.992.7772

Digital and Social Media

SightsforHope.org
@SightsforHope

Services (BBVS) and/or other pertinent sources with respect to the purchase and/or provision of assistive technologies.

Operations Policy 2.5 – Equal Opportunity in Employment

In order to provide equal employment and advancement opportunities to all individuals, employment decisions shall not be based on the basis of race, color, national origin, religion, sex, sexual orientation, gender identification, veteran status, marital status, age, physical impairment not related to sight, or any other characteristic protected by law.

Sights for Hope shall make reasonable accommodations for qualified individuals with known physical impairments unless doing so would result in an undue hardship. This policy governs all aspects of employment – including selection, job assignment, compensation, discipline, termination, and access to benefits, and training.

Any employee with a question or concern regarding discrimination in the workplace is encouraged to bring it to the attention of their supervisor or the Executive Director. Employees shall be able to raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Operations Policy 4.12 – Equal Opportunity in Volunteering

In order to provide equal opportunities to all individuals, decisions related to volunteers shall not be based on the basis of race, color, national origin, religion, sex, sexual orientation, gender identification, veteran status, marital status, age, physical impairment not related to sight, or any other characteristic protected by law.

Sights for Hope shall make reasonable accommodations for qualified individuals with known physical impairments unless doing so would result in an undue hardship. This policy governs all aspects of volunteer service – including assignment, discipline, termination, and access to benefits, and training.

Any volunteer with a question or concern regarding discrimination in the workplace is encouraged to bring it to the attention of their supervisor or the Executive Director. Volunteers shall be able to raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of volunteer assignment.

Operations Policy 16.2 – Diversity, Equity, and Inclusion Policy Declarations

The human eye is built to see all colors in the spectrum of light – red, orange, yellow, green, blue, indigo, and violet. As the only social service agency dedicated to empowering people with visual impairments in Lehigh, Northampton, and Monroe counties to seize their independence, Sights for Hope respects the beauty and strength of humanity's rich and colorful tapestry.

Therefore, it is Sights for Hope's policy to serve people of all physical capabilities, economic capacities, cultural backgrounds, sexual orientations, ethnicities, gender identifications, and ages and to foster an environment in which everyone feels valued, understood, appreciated, cared for, and empowered. We condemn and do not tolerate racism or intolerance in any form.

The manifestations of these values – including Sights for Hope's people, services, and exhaustive efforts to provide solutions at little or no cost – reflect a guiding principle that a visual impairment should never be a barrier to achievement, independence, dignity, and hope for anyone.

It is the policy of Sights for Hope that no person shall be denied services that can be provided safely, nor be subjected to discrimination, on the basis of race, color, national origin, religion, sex, sexual orientation, gender identification, veteran status, marital status, age, physical impairment not related to sight, nor any other characteristic protected by law.

Sights for Hope complies with all applicable civil rights laws and standards of the United States of America and the Commonwealth of Pennsylvania. No otherwise qualified applicant for services or service participant shall be denied services that can be provided safely, nor be subjected to discrimination in any manner, on the basis of race, color, national origin, religion, sex, sexual orientation, gender identification, veteran status, marital status, age, physical impairment not related to sight, nor any other characteristic protected by law.

It is the policy of Sights for Hope to provide language access services to populations of persons with without full English proficiency who are eligible to be served or likely to be affected directly by our services. Delivery of all service to clients and patients shall be of equal quality.

No qualified client or patient shall be denied services of our highest quality due to a lack of financial capacity. Moreover, Sights for Hope shall make all reasonable efforts to arrange for financial assistance from private contributors, grantors, the Pennsylvania Bureau of Blindness and Visual Services (BBVS), and/or other pertinent sources with respect to the purchase and/or provision of assistive technologies.

It is Sights for Hope's policy to make all responsible efforts to build and maintain a professional staff and Board of Directors that reflect effective outcomes of its practices of diversity and equity to advance inclusion.