



Non-Discrimination and Equal Opportunity Policies

Source: Sights for Hope Operations Policies

The following policies are excerpted from Sights for Hope's Operations Policies, as approved by its Board of Directors on June 10, 2026, and are provided as a stand-alone document for reference and due diligence purposes.

1.1 Commitment to Fairness and Integrity

Sights for Hope is committed to ensuring that every person receives fair access to services, opportunities, and support, and to acting with integrity in all aspects of its operations and relationships. We believe that a person's potential and quality of life should not be limited by their eyesight – or by facts related to identity, circumstance, or opportunity. Sights for Hope's purpose is to remove those barriers wherever possible and to deliver services in a way that reflects respect, consistency, and care. This commitment guides how it designs services, makes decisions, and engages with its communities.

Standards

- Services, employment, board membership, and volunteer opportunities are provided in accordance with applicable laws and without discrimination on the basis of any characteristic protected by law.
- No individual will be denied access to services that can be provided safely, nor treated differently in the delivery of those services, based on factors unrelated to their needs or eligibility.
- All individuals – including clients, patients, employees, volunteers, members of the Board of Directors, and partners – are treated with professionalism, respect, and consideration.
- Services are delivered in a manner that recognizes each person's individuality and autonomy.
- Sights for Hope maintains a consistent standard of quality across its services, regardless of financial circumstances, funding eligibility, or other external factors.

- Reasonable efforts are made to reduce the barriers to participation – including language access, accommodations, and connection to external resources.

All employees, board members, and volunteers are obligated to conduct business in a way that avoids actual, potential, or perceived conflicts of interest.

3.2 Equal Opportunity and Accommodations

Sights for Hope is committed to fair and equitable practices for all team members.

Standards

- Opportunities for employment and volunteer service are provided in accordance with applicable laws and organizational policies.
- Reasonable accommodations are provided when appropriate, including those related to disability or religious practice.
- Individuals are encouraged to request accommodations through their supervisor or the Executive Director.
- Concerns related to discrimination or inequity should be reported in accordance with Policy 3.4 (Reporting Concerns and Protection).