

Non-discrimination Guidelines

The Foundation is very interested in supporting agencies which provide equal access to services for all people. The Trustees have spent a great deal of time thinking about our commitment to inclusiveness and where our support can best make a difference.

In that spirit of support, the following guidelines have been developed:

- The Foundation encourages a conversation with our Executive Director, Lisa R. Roy, Lisa@tbmfoundation.org or 303-583-1609, in advance of submitting a request for support.
- Applicants for funding must submit non-discrimination policies which have been approved by the Board of Directors. These policies must be readily available to clients, volunteers, and staff members of the agency.
- Agencies that require involvement in religious activities by the clients or consumers of services will not be supported.
- Applicants for funding should be prepared to answer questions regarding any religious requirements of the staff members, including senior or executive staff, board of directors, and volunteers.
- Applicants for funding should be prepared to answer questions regarding the recruitment of staff and volunteers and how they are trained in inclusiveness and non-discrimination.
- Agencies which were founded by religious organizations should be prepared to explain any relationship between the historical support and current services and operations. For example, does the agency close services to clients on specific religious holidays?
- Applicants for funding should be prepared to answer questions regarding other funding sources and if any sources are specifically targeted or have religious requirements.

Supporting Innovation and big ideas.

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