

Non-Discrimination Policy

We believe everyone should be treated equally regardless of race, sex, gender identification, sexual orientation, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy, or any other characteristic protected by law.

The California Partnership to End Domestic Violence does not discriminate in providing services on the basis of age under the Age Discrimination Act of 1975; on the basis of disability under section 504 of the Rehabilitation Act of 1973; on the basis of sex under title IX of the Education Amendments of 1972; and on the basis of race, color, or national origin under title VI of the Civil Rights Act of 1964.

This applies to all the activities, including the provision of services, training, technical assistance, and outreach to increase awareness of family violence, domestic violence, and dating violence and increase the accessibility of family violence, domestic violence, and dating violence services. Per 42 U.S.C. section 10408(b)(1)(E) and 10408(b)(2) we also ensure the provision of culturally and linguistically appropriate services.

Grievance Policy

A member, survivor, person, and/or their representative may initiate a grievance regarding the Partnership by contacting the Program Director for the Department or Employee involved, either verbally or in writing.

The Program Director will respond in writing, within three days, acknowledging receipt of the grievance. The entire grievance process will not exceed twenty calendar days from the date the grievance was filed. Throughout the grievance procedure, the Program Director will assist the grievant by investigating the grievance. If the grievance is related to the conduct of the program director, the grievant may submit their grievance to the relevant Senior Director.

Either the Partnership or the grievant may include other parties to assure an impartial unbiased investigation. Written notification and explanation of the resolution will be provided to the griever within twenty (20) calendar days.

At any point in the Grievance the griever may contact the Executive Director if resolution is not met with the Program Director. If the Grievance is not resolved with the Executive Director, the grievant may request consideration of their grievance by the President of the Board of Directors. The decision of the President of the Board of Directors will be deemed final.

The grievant may also initiate a complaint with the appropriate local/state/federal licensing or regulatory associations.

The Partnership may consider requests to provide relevant information about the grievance to other organization to which grievant has initiated a complainant.