



HEAD OFFICE: NAALYA-KIREKA, P.O.BOX 16863 WANDEGEYA,
TEL: +256414 672 954 E-mail: impact@psmCharity.org
PSM CHARITY

Non-Discrimination Policy of PSM Charity.

1. Introduction

PSM Charity is dedicated to fostering a globally inclusive community that welcomes and respects each individual. Our commitment is to ensure that no person faces exclusion or discrimination in any of our services, employment opportunities, or volunteer activities.

2. Policy Statement

PSM Charity embraces diversity and actively opposes discrimination on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, military status, sexual orientation, or any other non-merit factor. This policy extends to all facets of our operations, including the selection of our Board of Directors, recruitment and employment practices, volunteer assignments, and partnerships with other organizations.

3. Definitions

- **Discrimination:** Unfavorable treatment based on a non-merit factor that excludes or disadvantages individuals or groups.
- **Gender Expression:** The external manifestation of one's gender identity, usually expressed through behavior, clothing, haircut, voice, or body characteristics.
- **Inclusive:** Creating opportunities and spaces where individuals from all backgrounds can participate fully and receive equal treatment within the organization.
- **Welcoming Environment:** An atmosphere where diversity is honored, different perspectives are respectfully heard, and everyone is encouraged to contribute.
- **Marital Status:** The state of being single, married, divorced, legally separated, widowed, or in a domestic partnership.
- **Military Status:** The condition of serving or having served in any branch of the military, including active duty, reserve, National Guard, or veteran status.
- **Sexual Orientation:** An inherent or immutable enduring emotional, romantic, or sexual attraction to other people, which can be heterosexual, homosexual, bisexual, asexual, etc.



**HEAD OFFICE: NAALYA-KIREKA, P.O.BOX 16863 WANDEGEYA,
TEL: +256414 672 954 E-mail: impact@psmCharity.org
PSM CHARITY**

- **Religious Proselytizing:** Activities aimed at converting individuals to a particular faith or belief system, especially when such actions are a condition of service provision or employment.
- **Charitable Purpose:** The primary goal of providing a public benefit, relief, and assistance to people in need in a manner recognized as charitable under the applicable legal framework.
- **Nonprofit Partner Eligibility Criteria:** A set of standards that organizations must meet to collaborate with PSM Charity, ensuring alignment with our mission and values.

4. Scope and Application

This policy is global in its application, encompassing all branches, offices, and programs of PSM Charity and is to be upheld in every location in which we operate.

5. Reporting and Responsibility

- Allegations of discrimination can be reported confidentially to designated officers.
- Designated HR managers are responsible for the enforcement and monitoring of this policy.

6. Compliance and Enforcement

- Allegations of discrimination will be investigated promptly and impartially.
- Violations of this policy will result in appropriate disciplinary action, up to and including termination of employment or volunteer relationships.

7. Training and Education

- Regular training programs on non-discrimination will be implemented for employees and volunteers.

8. Continuous Improvement

- The policy will be reviewed annually, or as necessary, to ensure it remains effective and relevant.

9. Legal Framework



**HEAD OFFICE: NAALYA-KIREKA, P.O.BOX 16863 WANDEGEYA,
TEL: +256414 672 954 E-mail: impact@psmCharity.org
PSM CHARITY**

- The policy is in accordance with international laws and standards against discrimination, including but not limited to the Universal Declaration of Human Rights and the ILO conventions.

Gaboine Anthony
Chairman Bord

Kinene John Mutyaba
Chief Executive Officer