

## **Anti-Hate Policy**

The Yampa Valley Community Foundation (YVCF) believes that philanthropy should always be a force for good. Regardless of differing world views, we believe that there is never a place for hate in philanthropic work and we will not process grants to an organization that YVCF knows or has reason to believe supports or engages in hateful activities.

"Hateful activities" are defined to mean activities that incite or engage in violence, intimidation, harassment, threats or defamation targeting an individual or group based on their actual or perceived race, color, religion, national origin, ethnicity, immigration status, gender, gender identity, sexual orientation or disability. These activities are contrary to YVCF's mission and charitable purpose.

YVCF will implement this policy through due diligence using a respected national database to detect organizations that are engaging in hateful activities. YVCF relies on the Southern Poverty Law Center's (SPLC) Hate Group database to determine if a nonprofit falls into one of these categories. The SPLC database is frequently updated and widely used by organizations such as ours.

If a potential grantee is identified as a hate group through our due diligence process, YVCF will take steps to prevent support for the organization. YVCF will alert our Donor Advised Fund (DAF) fund advisors of the conflict and work with them to find a better solution to meet their charitable giving goals. (Decisions regarding grant distributions made from a DAF and the investment of assets are made at the sole discretion of YVCF in furtherance of its charitable mission.)

This policy is adopted by YVCF's Board of Trustees on September 21, 2023, and may be amended over time as additional resources become available.

## Our Values:

- We are trusted leaders tackling challenging community issues.
- We work with diverse partners to leverage resources and achieve common goals.
- We transparently and efficiently manage the resources
  with which we are entrusted.
- We embrace innovative thinking that sparks solutions leading to lasting change.
- We hold ourselves to the highest standards and honor our commitments.
- We recognize and celebrate the history of the Yampa Valley.