



Non-Discrimination and Accessibility Policy

Updated August 2025

Policy Statement

The Virginia War Memorial Foundation (VWMF) reaffirms and formalizes its commitment to fostering an environment that is inclusive, respectful, and free from discrimination, harassment, and retaliation. This commitment applies to our employees, volunteers, contractors, board members, program participants, and visitors.

Equal Employment Opportunity

The organization pledges full support to equal employment opportunity (EEO) for all employees and applicants for employment regardless of race, color, religion, sex (including transgender status, sexual orientation, and pregnancy), national origin, age, disability or genetic information, or any other classification protected by law. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs.

Consistent with these obligations, VWMF also provides reasonable accommodations to employees and applicants with disabilities, medical conditions, or religious reasons as required by law. More information is available in the Foundation's Employee Handbook.

Non-Discrimination in Programs & Services

In accordance with applicable federal, state, and local laws, VWMF certifies that it does not discriminate against any person or group on the basis of race, color, religion, sex (including transgender status, sexual orientation, and pregnancy), national origin, age, disability or genetic information, or any other classification protected by law.

This commitment applies to all exhibitions, educational activities, programs, events, and services offered to the public, ensuring that all community members have equitable access to programs, services, and facilities.



Accessibility

VWMF is committed to ensuring that its facilities, exhibitions, programs, and services are accessible to all, including individuals with disabilities. We comply with the Americans with Disabilities Act (ADA) and applicable state and local accessibility laws. The memorial provides reasonable accommodations to employees, applicants, volunteers, and visitors upon request, and continuously works to improve access for all members of our community.

Harassment & Retaliation

Harassment, intimidation, or retaliation against individuals who, in good faith, report discrimination or participate in investigations is strictly prohibited. All complaints will be addressed promptly, fairly, and confidentially to the extent possible.

Reporting

Anyone who experiences or observes discrimination, harassment, or retaliation should report it to the Foundation President. If the Foundation President is the subject of the concern, then the employee should follow our Whistleblower Policy found [here](#).

Appropriate corrective and preventative action will be taken when necessary. Individuals will not be punished for reporting violations, participating in a discrimination investigation, or opposing discrimination.

Accountability

This policy is reviewed regularly by the Board of Directors and organization leadership to ensure compliance with applicable laws and alignment with our mission as an accessible and inclusive institution.

For Additional Information or Questions, Contact:

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