



## **Anti-discrimination Policy Adopted August 2008**

We seek to become an anti-oppressive organization. In particular to our own histories and contexts, we recognize the need to be particularly committed to anti-racism, anti-sexism, and anti-ableism. We also seek to stand in solidarity as allies and active participants in other anti-oppression movements.

It is the policy of Extraordinary Lutheran Ministries to not discriminate on the basis of any of the following:

- Race, color, national origin, culture
- Religion (except in the case of candidates/rostered)
- Sexual orientation/identity, marital status
- Gender, gender identity/expression, sex
- Mental, cognitive, or emotional health status/impairment
- Physical status, including disability or impairment, height or weight, pregnancy, genetics, health conditions (including HIV/AIDS), or age
- Economic status, class, finances, or education
- Other measures of power and privilege
- Any other status as protected by applicable local, state, or national laws.

This anti-discrimination policy applies to all positions within ELM, including employees, candidates, roster members, ellipses, [coordinating circle], and volunteers. This policy does not exempt candidates and rostered individuals from other candidacy and rostering policies, including theological commitments and educational requirements.

All staff, board members and volunteers are made aware of our policy and are expected to fully comply with it.

Grievances related to the Anti-Discrimination Policy are to be directed to the Diversity and Inclusivity Ellipse, who will investigate the matter in consultation with the Covenant Circle, Coordinating Officers, staff, and/or legal consultation.

Policies and procedures of Extraordinary Lutheran Ministries will be developed, reviewed, and followed regarding the discrimination complaint process by the Diversity and Inclusivity Ellipse, to be approved by the Covenant Circle after legal review.