

It is the policy of For Children's Sake of Virginia (FCSVA) to strictly comply with all Federal, State and local laws and regulations with regard to its clients. In addition, FCSVA is regulated under the laws of the State of Virginia and local laws and ordinances. Where state or local requirements exceed those of Federal law, these take precedence. FCSVA does not condone or tolerate discrimination in any form including but not limited to:

- Sex or gender
- Sexual orientation
- Gender identity or gender expression
- Racial, ethnic or national origin
- Skin color
- Age
- Marital status
- Religious affiliation or belief
- Physical or mental disability or functional limitation
- Military service or lack of military services
- Citizenship status

This non-discrimination policy applies to all FCSVA's activities and functions, including but not limited to:

- Recruitment and employment
- Organizational partnerships
- Advancement and promotion
- Salary and wage consideration
- Bonuses
- Layoff and termination
- Employee benefits