

Non-Discrimination Policy of ICAN, International Cancer Advocacy Network

ICAN, International Cancer Advocacy Network, is committed to equal employment and volunteer opportunity without regard to age, ancestry, disability, national or ethnic origin, race, religious belief, sex, sexual orientation, gender identity, marital or veteran status. Since 2009, ICAN has onboarded nearly 2500 volunteers across all races and ethnicities, covering 17 time zones. ICAN's National Board reflects many races and ethnicities.

ICAN's Non-Discrimination Policy applies to all areas of employment and volunteer participation, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation, benefits, social and recreational programs, all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.

For grants over \$100,000, ICAN requires that any organization seeking grant assistance submit a written copy of its nondiscrimination policy signed by the chair of its board and the executive director before consideration of a grant request. ICAN will review policy statements as part of its overall review of proposals.

We welcome you to direct any questions or comments on ICAN's Non-Discrimination Policy to ICAN Board Governance, boardgovernance@askican.org or 602-618-0183.