



## **Non-Discrimination Policy**

VIPS does not discriminate in any of its policies or practices with respect to employment or services for children and/or families on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other characteristic protected by law.

The VIPS Non-Discrimination statement appears on the VIPS website, in the monthly e-newsletter VIPS Blips, in the quarterly newsletter VISability, and handbooks for employees and parents/caregivers of families served by VIPS.