

United Way of Greater New Haven Inc.
Nonsectarian Policy

Purpose

United Way of Greater New Haven, Inc. (UWGNH) is a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code and operates exclusively for charitable and/or educational purposes on a nonsectarian basis. This policy affirms UWGNH's commitment to religious neutrality, inclusivity, and equal access.

General Principle

UWGNH does not promote, endorse, or oppose any religion or religious belief, or the absence thereof, and does not discriminate on the basis of religion or creed in its governance, programs, funding decisions or service delivery. No person or entity shall be favored or disadvantaged by UWGNH based on religious belief or affiliation.

Programming

All programs sponsored, administered, or funded by UWGNH must be nonsectarian in purpose and operation and consistent with the Corporation's 501(c)(3) status.

Programming shall not:

- Exclude participants based on religion or lack of religion;
- Require participation in religious activities or services;
- Include religious worship, instruction, proselytization, or observances; or
- Condition participation or benefits on religious belief or practice.

Religious content may not be included even if participation is optional.

Use of Funds

All funds distributed by UWGNH (including grants, sponsorships, scholarships, subgrants, or other financial assistance) must be used solely for nonsectarian charitable or educational purposes. UWGNH funds shall not be used to:

- Support or promote religious worship, instruction, or proselytization;
- Require religious participation or adherence as a condition of receiving services; or
- Discriminate on the basis of religion or creed.

Fund Recipients

As a condition of receiving UWGNH funds, recipients must administer funded activities in a religion-neutral manner and comply with applicable nondiscrimination laws.

Recipients may retain their own religious identity or engage in sectarian activities outside the scope of UWGNH-funded programs, provided that UWGNH funds are not used for such activities and funded programming remains nonsectarian.

Individual Expression

Nothing in this policy restricts the private religious beliefs or lawful personal expression of individuals, so long as such expression does not occur in an official capacity or in connection with programming or activities supported by UWGNH funds.

Compliance

UWGNH may monitor use of its funds for compliance with this policy. Violations may result in corrective action, including suspension or termination of funding, repayment, or other remedies permitted by law or agreement.

Review and Amendment

This policy may be amended by the Board of Directors as necessary to ensure compliance with applicable law and UWGNH's tax-exempt status.