

Ma'alaea Village Association Nondiscrimination Policy

January 15, 2025

Nondiscrimination Policy

The Ma'alaea Village Association (MVA) is committed to fostering a diverse, inclusive, and respectful environment that promotes equal opportunity for all individuals. In accordance with federal laws, including but not limited to Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, and other applicable state and local laws, MVA does not discriminate on the basis of race, color, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, gender identity, gender expression, age, disability, genetic information, marital status, veteran status, or any other characteristic protected by law.

We are committed to ensuring that all individuals, including employees, volunteers, contractors, members, and community partners, are treated fairly and equitably in every aspect of participation in our programs, activities, and services. This policy applies to all MVA activities, including hiring practices, access to services, volunteer opportunities, selection of vendors, and implementation of our community development initiatives.

Reporting and Resolution Process

MVA encourages any individual who believes they have been subjected to discrimination or harassment to report the matter promptly. All complaints will be handled in a manner that ensures fairness, confidentiality, and a timely resolution. Retaliation against individuals who file complaints or participate in an investigation of discrimination or harassment is strictly prohibited.

To file a complaint, or for questions regarding this policy, individuals may contact the MVA office at maalaeavillageassociation@gmail.com or the U.S. Department of Justice's Civil Rights Division.

The Ma'alaea Village Association is committed to upholding the principles of diversity, equity, and inclusion in all aspects of our work and ensuring that our practices meet the highest standards of fairness and respect for all.

Please contact the MVA designated civil rights coordinator Travis Liggett at (808) 757-5984 or travis@reefpowermaui.com with any questions.