

WORLDWIDE FELLOWSHIP MINISTRIES

NON-DISCRIMINATION & EQUAL ACCESS POLICY

Effective Date: September 16, 2026

1. Purpose

Worldwide Fellowship Ministries is committed to providing services, programs, resources, and opportunities in a manner that promotes dignity, fairness, respect, and equal access.

The Ministry does not discriminate against individuals who are eligible for its programs or services on the basis of any characteristic protected by applicable federal, state, or local law.

This policy applies to all applicable Ministry programs and services, including the **Order My Stepz Program**.

2. Non-Discrimination

Worldwide Fellowship Ministries prohibits unlawful discrimination in the administration of its programs, services, employment, volunteer opportunities, applications, referrals, and other Ministry activities.

The Ministry will comply with applicable laws and regulations concerning equal opportunity and nondiscrimination.

3. Equal Access to Order My Stepz and Other Programs

Worldwide Fellowship Ministries is committed to providing eligible individuals with fair and equal access to **Order My Stepz**, the Ministry's supportive housing and re-entry initiative, as well as other community-based programs and services.

Order My Stepz is designed to provide support, resources, guidance, and opportunities that can assist eligible individuals as they work toward stability, successful re-entry, housing, employment, personal development, and stronger community connections.

Eligible individuals will have equal access to **Order My Stepz** and other Ministry programs, subject to established eligibility requirements, available resources, program capacity, safety requirements, and applicable law.

Programs and services may include:

- **Order My Stepz Housing and Supportive Services**
- Re-entry support and transition services
- Housing and housing-related assistance
- Community outreach

- Educational and workforce-development activities
- Employment-readiness and life-skills support
- Emergency and supportive assistance
- Referrals to community resources
- Mentoring and personal development
- Faith-based and community programs

Eligibility requirements and program policies will be applied consistently and fairly.

4. Equal Access to Housing and Supportive Services

Where **Order My Stepz** provides or facilitates access to housing, transitional housing, supportive housing, referrals, or related services, Worldwide Fellowship Ministries will seek to administer those services fairly and in accordance with applicable nondiscrimination and housing requirements.

No eligible participant will be unlawfully denied access to a program or service because of a protected characteristic under applicable law.

5. Reasonable Accommodations

Worldwide Fellowship Ministries will make reasonable efforts to provide appropriate accommodations to qualified individuals with disabilities when required by applicable law.

Individuals who need an accommodation to access **Order My Stepz** or another Ministry program may contact the Ministry and request assistance.

The Ministry will consider accommodation requests in accordance with applicable legal requirements and available resources.

6. Equal Opportunity in Employment and Volunteer Activities

Worldwide Fellowship Ministries seeks to provide equal opportunity in employment and volunteer activities.

Employment and volunteer decisions will be based on legitimate factors such as qualifications, experience, position requirements, performance, conduct, program needs, and applicable law.

7. Respectful Environment

Worldwide Fellowship Ministries expects employees, volunteers, board members, contractors, participants, partners, and visitors to treat one another with dignity and respect.

Harassment, intimidation, threats, or unlawful discriminatory conduct will not be tolerated in connection with Ministry activities, including **Order My Stepz**.

8. Faith-Based Activities

Worldwide Fellowship Ministries is a faith-based organization. Certain programs, activities, or positions may include religious or faith-based components consistent with the Ministry's religious mission and applicable law.

Where applicable law provides specific protections or exemptions for religious organizations, the Ministry will operate consistently with those requirements.

Participation in **Order My Stepz** or another Ministry program will not be denied for an unlawful discriminatory reason.

9. Complaints and Equal-Access Concerns

Anyone who believes they have experienced unlawful discrimination, unequal treatment, or denial of equal access in connection with **Order My Stepz** or another Worldwide Fellowship Ministries program or service is encouraged to report the concern.

Complaints may be submitted to:

Worldwide Fellowship Ministries

2023 Godfrey St
Baytown, Texas, United States

Phone: (832) 413-0156 / (713) 597-0041

Email: worldwidefellowship2020@yahoo.com

The Ministry will make reasonable efforts to review complaints fairly and promptly and take appropriate action when warranted.

10. No Retaliation

Worldwide Fellowship Ministries prohibits retaliation against an individual who, in good faith, raises a discrimination or equal-access concern, requests an accommodation, participates in a complaint review, or otherwise exercises a right protected by applicable law.

11. Policy Administration

This policy applies to applicable Worldwide Fellowship Ministries programs, services, employees, volunteers, and Ministry activities, including **Order My Stepz**.

The Ministry may periodically review and update this policy to reflect changes in applicable laws, regulations, programs, or organizational practices.

Approved By: *Mildred Berry*

Title: Program Director

Date: 07/01/2026

WORLDWIDE FELLOWSHIP MINISTRIES

OUR COMMITMENT

Worldwide Fellowship Ministries is committed to serving our community with **dignity, respect, fairness, compassion, and equal access.**

Through **Order My Stepz**, we seek to provide eligible individuals with meaningful support, resources, housing-related assistance, re-entry services, personal development opportunities, and connections to community resources while carrying out the Ministry's mission.

No person should be unlawfully excluded from participation, denied the benefits of, or subjected to unlawful discrimination in connection with a Worldwide Fellowship Ministries program or service.