



16 Days Non-Discriminatory Policy

At **16 Days, Inc.**, we are committed to fostering an environment of inclusivity, dignity, and respect for all individuals and families. Our mission to increase the outcomes of Level 3 & 4 NICU babies by giving parents the gift of time to their parents is extended to everyone, without exception.

We do **not discriminate** on the basis of race, color, ethnicity, national origin, religion, gender, gender identity or expression, sexual orientation, age, disability, marital status, socioeconomic status, or any other characteristic protected by law or moral conscience.

We believe that **every family deserves access** to compassion, care, and support during the most critical moments of their child's life. Our programs, partnerships, and communications reflect our unwavering commitment to **equity, empathy, and human dignity**.

By upholding these values, 16 Days, Inc. ensures that every parent, donor, healthcare professional, and community partner experiences belonging, respect, and shared purpose in advancing neonatal care and family well-being.