

Non-Discrimination Policy

1. Purpose

This Non-Discrimination Policy outlines our commitment to providing an environment free from discrimination and harassment for all individuals.

2. Scope

This policy applies to all employees, contractors, volunteers, and individuals participating in organization activities.

3. Policy Statement

We prohibit discrimination on the basis of, but not limited to, the following characteristics:

- Race or ethnicity
- Color
- National origin
- Gender or gender identity
- Sexual orientation
- Religion or belief
- Disability
- Age
- Marital status
- Veteran status
- Any other characteristic protected by applicable law

4. Responsibilities

- All individuals are responsible for upholding this policy.
- Managers and supervisors have a duty to address violations promptly.

5. Reporting and Complaints

Individuals who believe they have experienced discrimination should report the incident to their supervisor or designated authority. All complaints will be handled promptly and confidentially.

6. Investigation

Reported incidents will be investigated. Appropriate disciplinary action will be taken if the policy has been violated.

7. No Retaliation

Retaliation against individuals who report discrimination or participate in an investigation is prohibited.

8. Policy Review

This policy will be reviewed and updated regularly to ensure effectiveness and compliance with applicable laws.