

Blank Non-Discrimination and Anti-Harassment Policy

1. Purpose

This document establishes a policy of non-discrimination and anti-harassment within the organization. It outlines expectations relating to conduct, and reporting and resolution procedures regarding discrimination and harassment.

2. Scope

This policy applies to all employees, contractors, volunteers, and any other individuals associated with the organization.

3. Policy

The organization prohibits discrimination and harassment of any kind, including but not limited to on the basis of:

- Race
- Color
- Religion
- Sex
- National origin
- Age
- Disability
- Genetic information
- Marital status
- Sexual orientation
- Gender identity or expression
- Any other protected characteristics

Harassment includes but is not limited to: verbal, physical, visual, or digital conduct that creates an intimidating, hostile, or offensive environment.

4. Reporting Violations

Individuals who believe they have been subject to discrimination or harassment are encouraged to report the incident promptly to their supervisor, manager, or designated organizational contact.

5. Investigation

All reported complaints will be investigated promptly and impartially. Privacy and confidentiality will be maintained to the extent possible.

6. No Retaliation

Retaliation against individuals who report discrimination or harassment or participate in investigations is strictly prohibited.

7. Disciplinary Action

Violations of this policy may result in disciplinary action, up to and including termination of employment or association with the organization.

8. Acknowledgement

By signing below, you acknowledge that you have received, read, and understand this policy.

Signature

Date