

# 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.

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Signature

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Date