

# Non-Discrimination Policy

**Purpose:** This Non-Discrimination Policy is intended to affirm [Company Name]'s commitment to providing a work environment free from discrimination, where all individuals are treated with dignity and respect.

## Policy Statement

[Company Name] prohibits discrimination against employees, applicants, contractors, customers, and other third parties on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, marital status, veteran status, or any other protected status under applicable law.

## Scope

This policy applies to all employees, job applicants, interns (paid or unpaid), contractors, and other individuals who interact with [Company Name] in any capacity.

## Prohibited Conduct

- Discriminatory practices in hiring, promotion, compensation, benefits, or any other term or condition of employment
- Harassment based on protected characteristics
- Retaliation against individuals for filing a complaint or participating in an investigation

## Reporting

Any individual who believes they have been subjected to discrimination or has witnessed discriminatory behavior is encouraged to report the incident promptly to their supervisor, Human Resources, or through the designated reporting mechanism.

## Investigation and Resolution

All reports of discrimination will be taken seriously and investigated promptly, thoroughly, and impartially. Appropriate corrective and disciplinary action will be taken where warranted.

## No Retaliation

[Company Name] strictly prohibits retaliation against anyone for reporting discrimination or participating in an investigation.

## Responsibility

All employees have a responsibility to uphold this Non-Discrimination Policy and to promote a workplace free from discrimination and harassment.

**Effective Date:** [Insert Date]

**Approved By:** [Insert Name/Title]