

# Basic Team Anti-Discrimination Policy Outline

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## 1. Purpose

To establish guidelines and standards that prohibit discrimination and promote fairness, respect, and equal opportunity for all team members.

## 2. Scope

This policy applies to all team members, including employees, volunteers, contractors, and associates while engaging in team-related activities.

## 3. Policy Statement

Discrimination of any kind on the basis of race, color, religion, gender, sexual orientation, gender identity, age, disability, national origin, or any other protected characteristic is strictly prohibited.

## 4. Expected Behavior

- Treat everyone with respect and professionalism.
- Promote inclusivity and equal opportunity within the team.
- Report any incidents of discrimination or harassment.

## 5. Reporting Procedures

1. Report incidents to the designated team leader or human resources contact.
2. All reports will be investigated promptly and confidentially.
3. Retaliation against individuals who report violations is prohibited.

## 6. Disciplinary Action

Violations of this policy may result in disciplinary action, up to and including termination of membership or contractual agreements.

## 7. Review and Acknowledgement

All team members are required to read, understand, and adhere to this policy. Regular reviews of the policy will be conducted to ensure its effectiveness.