Comprehensive Team Non-Discrimination Policy

1. Policy Statement

This team is committed to providing a respectful, inclusive, and equitable environment free from unlawful and unfair discrimination in all aspects of team membership, activities, operations, and leadership.

2. Purpose

The purpose of this policy is to clearly state the team's expectations, outline prohibited conduct, and provide guidance for addressing concerns relating to discrimination.

3. Scope

This policy applies to all team members, guests, volunteers, participants, leaders, and any persons associated with team activities, on or off team premises.

4. Prohibited Conduct

- Discrimination based on race, color, ethnicity, national origin, religion, sex, gender, gender identity or expression, sexual orientation, age, disability, marital status, or any other protected characteristic.
- Harassment, including verbal, written, or physical conduct that demeans or intimidates an individual.
- Retaliation against individuals who report or oppose discrimination or assist in such investigations.

5. Responsibilities

- All team members are responsible for upholding this policy and treating others respectfully.
- Leaders and coordinators must foster an inclusive environment and address issues promptly.

6. Reporting Procedures

1. Report incidents of discrimination or harassment to a designated team leader or the team's appointed contact.
2. Reports may be submitted verbally or in writing and will be handled confidentially to the extent possible.

7. Investigation & Resolution Process

- The team will conduct a timely and impartial investigation of all reported incidents.
- Findings and actions taken will be communicated to involved parties, as appropriate.

8. Consequences of Policy Violation

- Violators of this policy may be subject to actions up to and including removal from the team and its activities.

9. Policy Review

This policy will be reviewed annually and updated as necessary to ensure continued effectiveness.