

# Generic Non-Discrimination Policy

This Non-Discrimination Policy applies to all team members, staff, and participants. Our team is committed to creating and maintaining an environment that is free from discrimination and harassment.

## Policy Statement

The team will not tolerate discrimination or harassment based on race, color, religion, sex, gender identity or expression, sexual orientation, age, disability, national origin, genetic information, or any other characteristic protected by applicable law.

## Scope

This policy applies to all aspects of team operations including recruitment, participation, training, events, and other activities.

## Responsibilities

- All team members are responsible for upholding this policy.
- Team leadership is responsible for ensuring an inclusive environment and addressing any reported concerns.

## Reporting and Resolution

Anyone who experiences or witnesses discrimination or harassment should report it to team leadership promptly. All reports will be handled confidentially to the extent possible and in accordance with applicable laws.

## No Retaliation

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

## Policy Review

This policy will be reviewed regularly and updated as needed to remain in compliance with laws and best practices.