

# Non-Discrimination Policy Framework for Teams

## 1. Policy Statement

Our organization is committed to fostering an environment where all individuals are treated with respect and dignity. Discrimination or harassment of any kind will not be tolerated.

## 2. Purpose

This policy outlines the framework to ensure equality, fairness, and respect for all team members and stakeholders.

## 3. Scope

This policy applies to all members of the organization, including employees, volunteers, contractors, and team members at all levels.

## 4. Prohibited Bases of Discrimination

- Race or ethnicity
- Color
- Religion or belief
- Sex, gender identity or expression
- Sexual orientation
- Age
- Disability
- Marital or familial status
- National or social origin
- Other characteristics protected by law

## 5. Expected Conduct

- Treat others with respect at all times.
- Collaborate positively and inclusively.
- Avoid language or actions that could be interpreted as discriminatory or harassing.
- Report any concerns or incidents in accordance with this policy.

## 6. Reporting and Resolution

1. Any team member who experiences or witnesses discrimination or harassment should report it promptly to their manager or HR representative.
2. All reports will be treated confidentially and investigated promptly and thoroughly.
3. Appropriate action will be taken based on investigation findings, in accordance with organizational procedures.

## 7. No Retaliation

Retaliation against individuals who report discrimination or cooperate with investigations is strictly prohibited.

## **8. Review**

This framework will be reviewed periodically to ensure ongoing effectiveness and compliance.