

# Non-Discrimination Policy Statement Outline

## 1. Policy Statement

Our organization is committed to providing an environment free of discrimination. We prohibit discrimination of any kind on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, age, disability, national origin, or any other protected characteristic.

## 2. Purpose

The purpose of this policy is to affirm our commitment to non-discrimination, equity, and inclusion within all aspects of our operations and interactions.

## 3. Scope

This policy applies to all employees, volunteers, contractors, and participants in programs and activities conducted by the organization.

## 4. Prohibited Conduct

- Discrimination based on protected characteristics
- Harassment or bullying
- Retaliation against individuals who report discrimination

## 5. Reporting and Resolution

Any individual who believes they have experienced discrimination should report the incident to management or a designated representative. The organization will promptly and impartially investigate all complaints.

## 6. Enforcement

Violations of this policy may result in disciplinary action, up to and including termination of employment or participation.

## 7. Policy Review

This policy will be reviewed periodically and updated as necessary to ensure ongoing compliance and effectiveness.