

# Non-Discrimination Code of Conduct

## Draft Template

### 1. Purpose

The purpose of this Non-Discrimination Code of Conduct is to establish and maintain an inclusive, respectful, and equitable environment for all individuals, regardless of their background or identity.

### 2. Scope

This code applies to all participants, employees, volunteers, contractors, and visitors involved in any capacity with [Organization/Group Name].

### 3. Policy

- No individual shall be discriminated against based on race, color, religion, national origin, gender, gender identity or expression, sexual orientation, age, disability, marital status, or any other protected characteristic.
- All individuals are entitled to fair treatment, respect, and equal opportunity.
- Harassment, intimidation, or any form of hostile conduct will not be tolerated.

### 4. Responsibilities

- Everyone is expected to uphold a culture of dignity and respect.
- Team leaders and managers must address and report any observed or reported violations of this code.
- Individuals should report incidents or concerns using established reporting procedures.

### 5. Reporting and Response

1. Reports of discrimination or harassment may be made confidentially to designated personnel.
2. All reports will be investigated promptly, fairly, and thoroughly.
3. Appropriate corrective and disciplinary actions will be taken as necessary.

### 6. Commitment

[Organization/Group Name] is committed to fostering an environment free from discrimination and to promoting diversity, equity, and inclusion in all of its practices and operations.

### 7. Acknowledgement

All individuals are required to review, understand, and comply with this Code of Conduct.

