

Organizational Non-Discrimination Policy

Purpose

The purpose of this policy is to affirm the organization's commitment to providing an environment free from discrimination and to define expectations regarding equal opportunity and respect for all employees, volunteers, clients, and partners.

Policy Statement

This organization prohibits discrimination in all its forms, whether direct or indirect, on the basis of race, color, religion, creed, national origin, ancestry, citizenship, sex, gender identity or expression, sexual orientation, age, physical or mental disability, marital status, parental status, genetic information, military or veteran status, or any other characteristic protected by law.

Scope

This policy applies to all employees, board members, volunteers, contractors, clients, applicants, and anyone interacting with the organization.

Principles

- Promote equal opportunity in recruitment, hiring, training, promotion, and all other aspects of employment.
- Provide reasonable accommodations for qualified individuals with disabilities or special needs, as required by law.
- Maintain an inclusive environment that fosters mutual respect and dignity for all.
- Respond promptly and effectively to all complaints or concerns regarding discrimination or harassment.

Reporting and Investigation

Individuals who believe they have been subjected to discrimination or have witnessed discrimination are encouraged to report the incident to their supervisor, human resources, or designated organizational contact. All reports will be investigated promptly and impartially.

No Retaliation

The organization prohibits retaliation against anyone for reporting discrimination or participating in an investigation. Retaliatory acts will be subject to disciplinary action.

Accountability

Violations of this policy may result in disciplinary action, up to and including termination of employment, contract, or association with the organization.