

ANACONDA PRIDE FOUNDATION NON-DISCRIMINATION POLICY

1. Purpose The Anaconda Pride Foundation is committed to providing an inclusive and welcoming environment for all members of our community, staff, clients, volunteers, subcontractors, vendors, and clients.

2. Policy Statement The Anaconda Pride Foundation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, gender identity, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

3. Employment and Volunteering The Anaconda Pride Foundation is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity, or gender expression.

4. Sexual Harassment The Anaconda Pride Foundation is committed to a work and volunteer environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, the Anaconda Pride Foundation expects that all relationships among persons in the office will be business-like and free of bias, prejudice, and harassment.

5. Reporting of Violations Any employee, volunteer, or client who believes they have been subjected to discrimination or harassment in violation of this policy should report the incident to the Board President or any member of the Board of Directors immediately. All complaints will be investigated promptly and confidentially.

6. Adoption of Policy This policy was adopted by the Board of Directors of the Anaconda Pride Foundation on:

Date: _____

Signature of Board President: _____

Printed Name: _____