



NACRO Anti-Discrimination & Anti-Harassment Policy

Purpose and Scope

NACRO is committed to ensuring an environment that is free from all forms of harassment, discrimination, or conduct that can be considered coercive, or likely to create a hostile environment, including sexual harassment. Discrimination or harassment based on sex (gender), race, color, religion, national origin, age, disability, sexual orientation, gender identity, veteran status, or other protected categories is not allowed. Board members, committee volunteers, and general members must be aware that such behavior will not be tolerated.

Responsibility

The NACRO Executive Committee, consisting of the Co-Presidents and Co-Vice Presidents, shall have responsibility for enforcement of this Policy. The Executive Committee will ensure that this policy is presented to new volunteers and members.

Policy Statement

- All volunteers and members, regardless of their position, are covered by and expected to comply with this policy, and to take appropriate measures to ensure that prohibited conduct does not occur. This policy also applies to vendors and sponsors of NACRO and NACRO events.
- Harassment, for purposes of this policy, includes unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature. It also includes conduct in any form that is based on sex (gender), race, color, religion, national origin, age, disability, sexual orientation, gender identity, veteran status, or other protected category that has the purpose or effect of unreasonably interfering with the NACRO activities in which an individual participates or creating an intimidating, hostile or offensive environment.

The above are not meant to be all-inclusive but are provided as examples of harassment.

- Volunteers who believe they are being/have been harassed or who witness or hear about harassment directed towards a NACRO volunteer or member, should contact the Co-Presidents and Co-Vice Presidents.
- NACRO takes all reports of misconduct seriously. The Co-Presidents and Co-Vice Presidents will determine promptly whether to conduct an investigation and, if so, whether to bring in outside counsel to conduct an investigation.

- Investigations will be conducted with all deliberate speed and appropriate discretion. Where required by law, NACRO will report the complaint to appropriate legal authorities.
- The findings of the investigation will be shared with the Co-Presidents and Co-Vice Presidents. If it is determined that action should be taken, such action, which shall be communicated to the volunteer or member in writing where appropriate, may include verbal reprimand, written reprimand, or permanent excusal from NACRO as a volunteer and/or member. The volunteer or member has the right to appeal to the full board of directors within 30 calendar days from the date they are notified of the action.
- Retaliation for making a complaint about discrimination or harassment or assisting in an investigation of a discrimination or harassment complaint is prohibited.