

PUBLIC RELEASE

growingSTEMS Non-discrimination Policy

Purpose

This grievance and investigation policy was created to clearly outline the non-discrimination policy. Discrimination is illegal and will not be tolerated.

Applicability

This policy applies to all growingSTEMS program participants, mentors, volunteers, and directors, colloquially referred to as members.

Non-Discrimination Statement

growingSTEMS does not and must not discriminate on the basis of race, color, religion (creed), gender, gender expression, 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, the appointment to and termination from the Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.

Reasonable Accommodations

growingSTEMS will provide reasonable accommodations to members who need them for medical or religious reasons, as required by law.

The Executive Director is responsible for ensuring reasonable accommodations are made available for all members.

Violations

Reports of discrimination by any members must follow the established whistleblower policy, which requires reporting to the Compliance Officer.

Effective Date

This document is effective immediately upon the approval of the document by the growingSTEMS Board of Directors.

Cancellation

This guidance is canceled upon approval of an updated document by the growingSTEMS Board of Directors.

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