

Policy Against Harassment or Discrimination

The Radburn Association's "Non-Harassment Policy", initially adopted in 2001, is hereby re-asserted, with modifications, applying to the operation of the Radburn Association:

The Radburn Association is committed to providing an environment free of harassment or discrimination and maintains a strict policy prohibiting harassment or discrimination based on gender, race, religion, creed, color, national origin, ancestry, physical or mental disability, medical condition, marital status, sexual orientation or identification, veteran status, age or any other basis made unlawful by any federal, state or local law, ordinance, or regulation. No such harassment or discrimination shall be tolerated by the Radburn Association. This policy applies only to persons involved in the operation of the Radburn Association as employees, contractors, or volunteers. Harassment in any form, including slurs, epithets, threats, derogatory comments or visual depiction, unwelcome jokes, teasing, sexual advances, requests for sexual favors or other demands, and other similar verbal or physical contact, is prohibited.

The purpose of this Policy is not to regulate personal morality; rather, it is to assure that Radburn is an inclusive community that does not tolerate harassment or discrimination in any form.

The Radburn Association requires that all employees, contractors, or volunteers promptly report any incidents of harassment or discrimination forbidden by this policy. No person who reports any prohibited action will suffer any reprisals or retaliation for reporting any incidents of harassment, or perceived harassment, for making any complaints of harassment, or for participating in any investigation of incidents of harassment or perceived harassment.

Any employee, contractor, or volunteer who feels that he or she is a victim of any harassment or discrimination, or has witnessed such, should immediately report the matter, in confidence, to the Radburn Association Manager or President of the Board of Trustees.

The Radburn Association will not knowingly do business with any entity that does not support these principles.

Adopted by the Trustees of the Radburn Association on _____.