



## **Non-Discrimination Policy**

It is the policy and commitment of the Undaunted Winter Guard Association that it does not discriminate on basis of color, race, age, sex, national origin, religion and physical or mental disability.

### **Equal Membership Opportunity**

Undaunted Winter Guard Association is committed to a policy of equal membership opportunity and does not discriminate in the terms, conditions or privileges of membership on account of race, age, color, sex, national origin, religion and physical or mental disability or otherwise as may be prohibited by federal and state law.

Any staff member, volunteer, member or Board Member who believes that she/he or any other affiliate of Undaunted Winter Guard has been discriminated against is strongly encouraged to report this promptly to the Director of Member Services of the Board.

### **Discriminatory Harassment**

Harassment or Intimidation of a member, staff or guest because of that persons color, race, age, sex, national origin, religion, physical or mental disability is specifically prohibited and may be grounds for termination of membership. Harassment and intimidation include abusive, foul or threatening language or behavior. Undaunted Winter Guard is committed to maintaining an environment that is free of any such harassment and will not tolerate discrimination against staff, volunteers or members.

Issues of discriminatory treatment, harassment or intimidation on any basis should immediately be reported to the Director or Member Services of the Board or their immediate Director.

Effective Date: 09/2019