



# North Fork Valley Chamber of Commerce

## Anti-Discrimination & Anti-Harassment Policy

The North Fork Valley Chamber of Commerce (The Chamber) believes that an environment free of any form of discrimination or harassment is a necessary and healthy basis for operating an organization serving a broad membership.

In relation to qualification for membership, elected office, and in all official Chamber actions and functions, The Chamber will not discriminate based on age, race, sex, color, religious or political affiliation, disability, military status, sexual orientation, genetic information, or any other status protected by applicable state or local law, and will conduct itself in a manner free of harassment as it pertains to the aforementioned categories.

The Chamber will not condone or tolerate discrimination by the Chamber or its officers based on any of the above listed, or any other arbitrary characteristic. Examples of discrimination may include (but will not be limited to): 1) Discouraging or declining membership of any qualified applicant based on any of the above listed, or other arbitrary characteristic. 2) Discouraging or declining the candidacy for elected office of any member based on any of the above listed, or other arbitrary characteristic. 3) Discouraging or declining employment or volunteer position to any member or individual based on any of the above listed, or other arbitrary characteristic.

The Chamber will not condone or tolerate the use of harassment by the Chamber or its officers. Harassment will be defined as (but not limited to): 1) Threats – explicit, implicit, or veiled. 2) Intimidation. 3) Coercion. 4) Insult. 5) Offensive or derogatory gestures, stories, jokes, nicknames, etc. 5) Unfounded public comments made with intent to embarrass, harm or discredit.

The Chamber will not condone or tolerate the use of harassment by members or the public directed towards Chamber representatives. Harassment will be defined as (but not limited to): 1) Threats – explicit, implicit, or veiled. 2) Intimidation. 3) Coercion. 4) Insult. 5) Offensive or derogatory gestures, stories, jokes, nicknames, etc. 5) Unfounded public comments made with intent to embarrass, harm or discredit.

This policy shall not be deemed to prohibit the Chamber from taking discretionary action based on characteristics of substance – for instance in considering experience, skill, suitability, character, historic experience, or aptitude of an applicant for any position and in considering suitability for membership. This policy shall not be deemed to supersede The Chamber's by-laws or any federal, state or local laws.

A complaint of discrimination or harassment may be reported to any officer or board member of the Chamber. All complaints must be brought to the full Board for investigation. The Board will make all reasonable efforts to protect the confidentiality of the individual making a complaint, and will make all reasonable efforts to protect, from retaliation, any individual making a complaint, or participating in an investigation.

The Chamber will conduct any mandated investigation in a prompt, thorough and impartial manner, and will take immediate and appropriate corrective action, up to and including termination of offending elected officer or Board member or hired employee, or expulsion of a member, should the claim of discrimination or harassment be found to have merit.

The Chamber will not knowingly associate itself with any organization or individual practicing unacceptable standards in regard to discrimination or harassment.