



## **NON-DISCRIMINATION POLICY**

It is the policy and commitment of Centre de Recherche sur l'Anti-Corruption "the CERC" that it does not discriminate on the basis of race, age, color, sex, national origin, physical or mental disability, or religion.

### **Equal Employment Opportunity**

The Centre de Recherche sur l'Anti-Corruption is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by federal and state law.

Any employee, board member, volunteer who believes that s/he or any other affiliate of the CERC has been discriminated against is strongly encouraged to report this concern promptly to the Board of Directors or raise the concern directly to the Executive Director.

### **Discriminatory Harassment**

Harassment or intimidation of a staff person or guest because of that person's race, age, color, sex, sex orientation, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior.

The CERC is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency partners.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Executive Director or immediate supervisor and, if substantiated, prompt action will be taken.

Effective as of 03 June 2017