

Friends of The Legacy Trail, Inc. Anti-Discrimination/Harassment Policy

Friends of The Legacy Trail, Inc. (FLT) is an all-volunteer organization. It is the policy of FLT to recruit, place, train, recognize and reward volunteers without regard to race, color, religion, gender, national origin, marital status, age, disability, genetic information or sexual orientation.

It is also the policy of FLT to ensure a volunteer work environment free of harassment based on race, color, religion, gender, national origin, age, disability, genetic information, or sexual orientation. Further, FLT opposes and prohibits sexual harassment. Sexual harassment may include but is not limited to requests for sexual favors and other physical or verbal conduct of a sexual nature when submission to such conduct is made explicitly or implicitly a condition for a volunteer opportunity, such conduct interferes with a volunteer's work performance or such conduct has the purpose or effect of creating an intimidating, hostile, humiliating or sexually offensive volunteer work environment. In addition, sexually oriented jokes and language, cartoons, pictures, calendars and commercial greetings can create a sexually offensive work environment and are prohibited.

Any volunteer who believes he or she is a victim of discrimination or harassment should report their complaint to the FLT Board President. The President may appoint a person or committee to investigate the complaint. If the President is involved in the complaint it should be reported to the Vice President. Disciplinary action taken against volunteers who are found to have violated the FLT Anti-Discrimination/Harassment Policy shall be commensurate with the severity of the offense committed, up to and including termination as a volunteer with FLT. Disciplinary action may be taken by the President or the full Board, depending on the severity of the offense committed.

Approved by the Board of Directors July 11, 2016