



ANTI DISCRIMINATION POLICY approved by the Board of Directors March 4, 2014

The Sequim Community Orchestra shall not discriminate on the basis of race, age, color, gender, sexual preference, ethnicity, religion or physical or mental disability, the last two in so far as they do not interfere with the person's ability to perform or otherwise engage in the musical activities of the organization.

Furthermore the Organization adheres to all federal and state policies governing equal opportunity and non-discrimination. Any orchestra member, board member, volunteer or student who believes that s/he has been discriminated against may report this concern promptly to any Officer of the Board of Directors. Or may write to Sequim Community Orchestra, PO Box 1681, Sequim, WA 98382

DEFINITIONS:

Discrimination is defined as treating people differently, either preferentially or with adverse impact, because they have similar or non-similar characteristics or because they are from specific groups, unless differential treatment is reasonable, essential and directly related to conducting SCO musical activities.

Harassment is one form of discrimination. Harassment is defined as conduct that has the purpose or effect of creating an intimidating, hostile or offensive environment. Harassment occurs when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's participation in SCO activities or used as a basis for decisions affecting that individual's relationship to Organizaiton.

Bullying is one form of harassment and consists of waging an ongoing and systematic campaign of interpersonal destruction against an individual or group of individuals that a reasonable person would find hostile, offensive and unrelated to SCO's legitimate business interests on the basis of one of the protected classes above. It tends to be an accumulation of many incidences over a long period of time, including treatment which persistently provokes, pressures, frightens, intimidates or otherwise discomforts another person.

Retaliation is defined as punitive actions taken against persons for exercising their employee or other rights under the laws in good faith, reporting violations of the laws to the proper authorities (i.e. “whistle-blowing”) and/or participating in administrative or legal proceedings as a plaintiff, complainant or witness.

Harassment and intimidation includes abusive, foul or threatening language or behavior.

The Sequim Community Orchestra is committed to maintaining a workplace, rehearsal and class spaces that are free of any such harassment and will not tolerate discrimination against members or volunteers or guests.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to any officer of the Board of Directors

APPROVED BY THE BOARD OF DIRECTORS March 4, 2014