

Appendix - C

Non-Discrimination and Anti-Harassment Policy

SUMMARY

WTTA is committed to providing an environment that is free of unlawful discrimination and harassment, including harassment based on any legally protected status. WTTA will not tolerate any form of discrimination or harassment that violates this policy.

NON-DISCRIMINATION

WTTA does not discriminate in its provision of employment opportunities, its provision of membership opportunities, or its practices on the basis of race, color, creed, religion, sex, age, national origin, citizenship, ancestry, mental or physical disability, marital status, sexual orientation, veteran status, or other characteristics protected by applicable federal, state or local law.

Our policy of non-discrimination in employment (including among board members, volunteers, and committee members) applies to recruitment, hiring, compensation, promotions, transfers, discipline, demotions, terminations, layoffs, access to benefits and training, and all other aspects of employment.

Employees, board members, volunteers, members, or committee members with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor or representative. Employees or members can voice concerns and submit reports without fear of retaliation. Any WTTA employee, board member, committee member, representative, supervisor, volunteer, member, family member, or guest engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment or membership, as applicable under Article IV of the WTTA Bylaws.

HARASSMENT PROHIBITED

We will provide a safe and pleasant environment where everyone is treated with fairness and respect. It is against WTTA policy for any employee, board member, committee member, volunteer, member, committee member, family member, or guest to verbally or physically harass or discriminate against one another. Harassment of employees in the WTTA workplace by any third party will not be tolerated, either. Any employee or member who violates this policy against harassment will be subject to corrective action, up to and including termination of employment or membership, as applicable under Article IV of the WTTA Bylaws. The conduct prohibited by this policy, whether verbal, physical, written, visual, or in electronic form, includes any discriminatory employment action and any welcome or unwelcome conduct that is inflicted on someone because of that protected or non-protected status. Among the types of conduct prohibited by this policy are epithets, slurs, jokes, negative stereotyping, intimidating acts, and the circulation or posting of written or graphic materials that show hostility toward

individuals. WTTA prohibits such conduct on WTTA property, even if the conduct is not severe or pervasive enough to constitute unlawful harassment.