

Anti-Discrimination & Harassment Policy



TDD Society
THE DOLLAR DETECTIVES

ANTI-DISCRIMINATION AND HARASSMENT POLICY

Purpose:

The purpose of this policy is to outline The Dollar Detectives' stance on discrimination and harassment and to provide guidelines for preventing and addressing these issues. The organization is committed to creating and maintaining a workplace that is free from discrimination and harassment, and that values and respects the dignity and worth of all individuals.

Scope:

This policy applies to all employees, volunteers, contractors, and other individuals affiliated with The Dollar Detectives.

Policy:

Discrimination:

Discrimination refers to any action or treatment that is based on an individual's race, ethnicity, national origin, religion, gender, sexual orientation, age, ability, socio-economic status, or cultural background, and that disadvantages or disadvantages them compared to others. The Dollar Detectives is committed to providing equal opportunities and treatment to all individuals affiliated with the organization, and will not tolerate any form of discrimination.

Harassment:

Harassment refers to any unwanted or unwelcome conduct that is based on an individual's race, ethnicity, national origin, religion, gender, sexual orientation, age, ability, socio-economic status, or cultural background, and that creates a hostile, intimidating, or offensive work environment. This includes, but is not limited to, verbal or physical conduct, such as threats, slurs, jokes, or inappropriate comments or gestures. The Dollar Detectives is committed to creating a workplace that is free from harassment, and will not tolerate any form of harassment.

Responsibilities:

- **Reporting discrimination and harassment:** All individuals affiliated with The Dollar Detectives are encouraged to report any incidents of discrimination or harassment that they experience or witness. Reports can be made to a supervisor, HR, or any other designated individual or committee. The

organization will take all reports seriously and will conduct a prompt and thorough investigation into any allegations of discrimination or harassment.

- **Preventing discrimination and harassment:** All individuals affiliated with The Dollar Detectives are expected to contribute to a workplace culture that is free from discrimination and harassment. This includes treating all individuals with respect and professionalism and refraining from engaging in any conduct that may be perceived as discriminatory or harassing.
- **Providing support and resources:** The Dollar Detectives is committed to providing support and resources to individuals who have experienced discrimination or harassment. This may include providing counseling, offering accommodations or leave, or taking other appropriate action.
- **Reviewing and updating the policy:** The Dollar Detectives will review and update this policy regularly to ensure that it reflects the organization's commitment to preventing discrimination and harassment and that it is in compliance with relevant laws and regulations.

