

Heritage Palms Veterans Association Anti-Harassment and Anti-Discrimination Policy

Heritage Palms Veterans Association has a zero-tolerance policy for harassment and discrimination of any kind.

Discrimination and harassment based on race, color, religion, gender, age, national origin, disability, veteran status, marital status, sexual orientation or any other protected characteristics are prohibited.

Harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It also includes conduct based on protected characteristics that create an intimidating, hostile, or offensive environment.

This policy applies to all individuals involved with the organization including volunteers, donors, consultants and vendors. It also includes any employees hired in the future. It covers all association activities, whether conducted on or off premises.

Any individual who experiences or witnesses sexual harassment or discrimination is encouraged to report it immediately to a member of the board of directors of the association. All complaints will be investigated promptly, fairly, and to the extent possible confidentially.

This policy will be reviewed periodically and updated as necessary to ensure its effectiveness and compliance with applicable laws.