

204.0 Black Rose Non-Discrimination Policy

August 2015

It always has been and continues to be the policy of Black Rose, Inc. (BR) policy that employees¹, volunteers, and independent contractors should be able to enjoy an environment free from all forms of unlawful discrimination. All decisions regarding recruiting, hiring, promotion, assignment, training, termination, and other terms and conditions of employment, volunteering, and contracting will be made without unlawful discrimination on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, or any other factor that the law protects from discrimination. Individuals or companies will be selected for employment, volunteer assignments, and contracts based on skill and ability. Where skill and ability are equal, then length of experience will be the determining factor.

Additionally, BR prohibits unlawful harassment of its employees, volunteers, or independent contractors in any form. Complaints of unlawful discrimination or harassment should be reported to the Board of Directors (Board) at boardonly@br.org. Where necessary, the Board will engage the services of the Ombudsman as outlined in the BR bylaws.

In cases where an investigation confirms the allegations, appropriate corrective action will be taken, regardless of whether the inappropriate conduct rises to the level of any violation of law. No one will suffer retaliation for reporting, in good faith, any violation of BR policy or unlawful discrimination, harassment, or retaliation.

¹ BR does not have, nor intends to hire employees; however, employees is included in this policy should that change.