



Blue Deer Center Non-Discrimination and Anti-Harassment Policy

By respectfully adopting the knowledge and traditions of Indigenous elders, Blue Deer provides a place where all people, regardless of background, can heal spiritually and emotionally, can connect and be part of a community, and can learn from these teachings.

Blue Deer Center deeply values its community of volunteers and network of partnering organizations. We are committed to creating a friendly environment where each individual is welcomed and respected.

We believe that no person should be excluded from programs, employment, or volunteer participation on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.

Blue Deer Center is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to work and participate as a Board member, employee, or volunteer of Blue Deer Center and to participate in Blue Deer Center events or activities in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, Blue Deer Center expects that all relationships among persons, including management staff, officers, directors, members, volunteers and Blue Deer Center event attendees will be business-like and free of bias, prejudice and harassment.

This policy has been enacted by the Board to ensure that all management staff, officers, directors, volunteers, members and event attendees can actively participate in Blue Deer Center's activities in an environment free from unlawful harassment, discrimination, retaliation and other forms of inappropriate and/or offensive conduct. The Blue Deer Center Board of Directors will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

Any member of Blue Deer Center's management staff, any Blue Deer Center, director, member, volunteer or Blue Deer Center event attendee who has questions or concerns about these policies should talk with the Blue Deer Center Chair, its Executive Director or Blue Deer Center's legal counsel.

These policies should not, and may not, be used as a basis for excluding or separating individuals of a particular gender, or any other protected characteristic, from participating in any Blue Deer Center activities or programs. In other words, no one should make the mistake of engaging in discrimination or exclusion to avoid allegations of harassment. The law and the policies of Blue Deer Center strictly

prohibit disparate treatment on the basis of sex or any other protected characteristic with regard to participation in Blue Deer Center governance, program volunteer or member activities or other Blue Deer Center events or conferences. The prohibitions against harassment, discrimination and retaliation are intended to complement and further those policies, not to form the basis of an exception to them.

Equal Employment Opportunity

It is the policy of Blue Deer Center to ensure equal opportunity to participate as an Blue Deer Center officer, director, member, volunteer or event attendee without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law. Blue Deer Center prohibits any such discrimination or harassment.

Retaliation

Blue Deer Center encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of Blue Deer Center to promptly and thoroughly investigate such reports. Blue Deer Center prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

Sexual Harassment

Sexual harassment constitutes discrimination and is illegal under federal, state and local laws. For the purposes of this policy, "sexual harassment" is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, including when such conduct has the purpose or effect of unreasonably interfering with an individual's performance or work as a volunteer or creating an intimidating, hostile or offensive work or volunteer activity environment.

Harassment

Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive work or volunteer environment, b) has the purpose or effect of unreasonably interfering with an individual's work or volunteer performance, c) otherwise adversely affects an individual's employment or volunteer opportunities, or d) adversely affects an individual's participation in a Blue Deer Center sponsored event, activity or conference.

Individuals and Conduct Covered

These policies apply to all management staff, Blue Deer Center officers, directors, members and volunteer members, including those attending and participating in Blue Deer Center events. Conduct prohibited by these policies is unacceptable in the association's business, volunteer or meeting environments.

Reporting an Incident of Harassment, Discrimination or Retaliation

Blue Deer Center encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Individuals who believe that they have been the victim of such conduct should discuss their concerns with the Blue Deer Center Executive Director, Chair or Blue Deer Center's legal counsel.

In addition, Blue Deer Center encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and to request that it be discontinued. Often this action alone will resolve the problem. Blue Deer Center recognizes, however, that an individual may prefer to pursue the matter through complaint procedures.

Complaint Procedure

Individuals who believe they have been the victims of conduct prohibited by this policy or reasonably believe they have witnessed such conduct should discuss their concerns with the Blue Deer Center Executive Director, Blue Deer Center Chair or Blue Deer Center's legal counsel. Upon review of the facts, the Executive Director, Chair or Blue Deer Center's legal counsel may refer the matter to the Blue Deer Center Board of Directors for further consideration and action.

Blue Deer Center encourages the prompt reporting of complaints or concerns so that rapid and constructive action can be taken before relationships become irreparably strained. Therefore, while no fixed reporting period has been established, early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment.

Any reported allegations of harassment, discrimination or retaliation will be investigated. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge.

Blue Deer Center will endeavor to maintain confidentiality throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action.

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

Misconduct constituting harassment, discrimination or retaliation will be dealt with appropriately. Responsive action may include, but are not limited to, suspension or termination of Blue Deer Center access and privileges, removal from office in the case of a Blue Deer Center officer or director, removal from a volunteer leadership position, or revocation or suspension of the privilege of attending or participating in Blue Deer Center events or activities. The decision of the Board of Directors on such matters will be final.

False and malicious complaints of harassment, discrimination or retaliation (as opposed to complaints that, even if erroneous, are made in good faith) may be the subject of appropriate disciplinary action, including, but not limited to, suspension or termination of membership, removal from office in the case

of a Blue Deer Center officer or director, removal from a volunteer leadership position, or revocation or suspension of the privilege of attending or participating in Blue Deer Center events or activities.

We are committed to providing an inclusive and welcoming environment for all volunteers, partners, staff, contractors, and Board members. We endeavor to create a diverse Board of Directors. We aim to build relationships with a wide spectrum of partner organizations as we work to promote our mission to address the problems of the mind, the body, and the heart, that arise due to loneliness, isolation, and a lack of connection to community and the natural world. We at Blue Deer Center firmly believe in the transformative power of connection to effect positive change on communities, large and small. Blue Deer envisions a world in which people are reconnected with themselves, each other, and the natural world. A world in which people live lives full of meaningful relationships, awareness, and purpose, not only for themselves but for humanity.

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