
Non-Discrimination Policy

Purpose:

It is the policy and commitment of Colorado Canine Rescue (CCR) to not discriminate based on race, age, color, gender, sexual orientation, gender expression, national origin, disability or religion.

POLICY

I. Policy Statement

CCR is committed to a policy of equal employment and volunteer opportunity and does not discriminate in the terms, conditions, or privileges because race, age, color, gender, sexual orientation, gender expression, national origin, disability, or religion or otherwise as may be prohibited by federal and state law.

A. Any employee, Board member, volunteer or client who believes that s/he or any other affiliate of CCR has been discriminated against is strongly encouraged to report this concern promptly to the Board President. If the Board President is the subject of the complaint, the matter shall be brought to another Board member.

II. Discriminatory Harassment

Harassment or intimidation of a person involved with CCR because of that person's race, age, color, gender, sexual orientation, gender expression, national origin, disability, or religion is specifically prohibited and may be grounds for discipline up to and including termination of employment or relinquishment of volunteer duties. Harassment and intimidation includes abusive, foul or threatening language or behavior.

A. CCR is committed to maintaining a workplace and volunteer environment that is free of any such harassment and will not tolerate discrimination against employees, Board members, volunteers or clients.

B. Issues of discriminatory treatment, harassment, or intimidation on any of these bases shall be reported immediately to the Board President and, if substantiated, prompt action will be taken up to and including termination of employment or relinquishment of volunteer duties. If the Board President is the subject of the complaint, the matter shall be brought to another Board member.