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Anti-discrimination & Anti-harassment Policy

1. *Introduction*

Association of Latinos/as/xs Motivating Action (ALMA Chicago) is dedicated to fostering an inclusive and equitable environment where all individuals are treated with dignity, respect, and fairness. We value diversity and it is the policy and commitment of ALMA Chicago that it does not discriminate on the basis of race, color, creed, ethnicity, immigration status, age, physical or mental ability, medical condition (including HIV status), marital or economic status, gender identity and expression, sexual orientation, family care or medical leave status, veteran status, religion, or any other protected characteristic under the law.

2. *Scope*

This policy applies to all aspects of employment, including hiring, internal promotions, training, opportunities for advancement, and terminations. It also extends to all interactions within our organization, including interactions with employees, volunteers, members, clients, and contractors.

3. *Violations and Reporting*

ALMA Chicago is committed to providing equal employment opportunities and creating an inclusive environment free from discrimination, harassment, and retaliation. We encourage all members of our community to contribute to a culture of diversity, equity, inclusion, and justice, and to report any instances of discrimination or harassment to the Executive Director at ED@almachicago.org.

If the instance involves the Executive Director, reports must be made to the President of the Board of Directors at president@almachicago.org.

Any violation of this policy will result in prompt and appropriate disciplinary action, up to and including termination of employment or contractual relationship, upon completion of a formal investigation by the Executive Director or the Board of Directors.

4. *Approval*

This policy has been approved by the Board of Directors of ALMA Chicago on _____, 2024.

Manuel Hernández, Executive Director
Association of Latinos/as/xs Motivating Action