



## **NON-DISCRIMINATION POLICY**

It is the policy and commitment of City of Refuge that it does not discriminate based on race, age, color, sex, national origin, physical or mental disability, or religion.

### **Discriminatory Harassment**

Harassment or intimidation of a client, staff person, volunteer, or guest because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation include abusive, foul, or threatening language or behavior.

City of Refuge is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against client, staff person, volunteer, or guest. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the CEO or immediate supervisor and, if substantiated, prompt action will be taken.

City of Refuge prohibits retaliation against any person who files a complaint against harassment or discrimination. We encourage clients, staff, volunteers, or guests to come forward. City of Refuge will make all reasonable efforts to keep investigations confidential, and to protect people who make complaints.

If there is retaliation for reporting harassment or discrimination, that person will face serious consequences up to and including termination.

I have read, understand, and agree to abide by the COR Discriminatory Policy.

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Signature

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Date