

Philadelphia Martin Luther King, Jr. Association for Nonviolence, Inc.

NON-DISCRIMINATION POLICY

The Philadelphia Martin Luther King, Jr. Association for Nonviolence, Inc. (King Association) has a strict non-discrimination policy. We believe everyone should be treated equally. The King Association does not discriminate on the basis of race, age, color, sex, national origin, gender identity, political opinion, economic situation, physical or mental disability, religion or any other characteristic protected by law. The King Association is committed to a policy of equal opportunity and does not discriminate in the terms, conditions, or privileges of any of its resources on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by federal and state law.

Discriminatory Harassment or intimidation of a client, staff person 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 of that person's role with the organization. Harassment and intimidation includes abusive, foul or threatening language or behavior. The King Association is committed to maintaining an environment that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency clients.

Any employee, board member, volunteer or client who believes that s/he has been discriminated against is strongly encouraged to report this concern promptly to the Executive Director. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should also immediately be reported to the Executive Director or immediate supervisor.

Every complaint will be appropriately investigated and, if substantiated, prompt action will be taken. Further action may also be reported to other authorities including those at a state and federal level depending on the issue.