

Non-Discrimination and Anti-Harassment Policy and Procedures — American Legion Post 21, McMinnville, Oregon

American Legion Post 21, Oregon, is dedicated to fostering an environment of respect, inclusion, and dignity for all members, staff, volunteers, and patrons within our bar and restaurant facilities. Discrimination or harassment based on race, color, religion, national origin, age, disability, sex, gender identity, sexual orientation, or any other protected characteristic is strictly prohibited.

Harassment is defined as any unwelcome conduct, whether verbal, physical, or visual, that creates an uncomfortable, hostile, or threatening environment. All individuals are expected to abide by this policy and contribute to its enforcement.

Any individual who experiences or witnesses discrimination or harassment is encouraged to report the incident to the Post Commander, the bar or restaurant manager, or any designated leadership representative. All complaints will be handled with the utmost confidentiality and investigated promptly. Retaliation against individuals who report or participate in investigations will not be tolerated.

Reporting Procedures

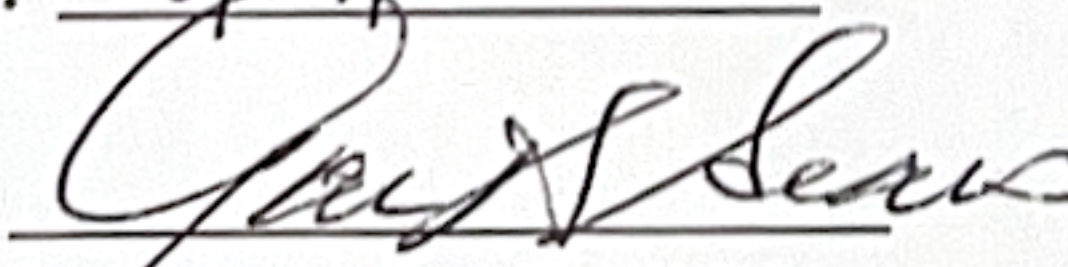
- Reports may be submitted verbally or in writing to a manager or officer.
- All complaints will be investigated and appropriate corrective action will be taken as necessary and in accordance with Post 21 Bylaws, and the Officer's Guide.
- Retaliation for reporting or assisting in an investigation is strictly prohibited.
- This policy applies to all individuals and activities conducted at American Legion Post 21.

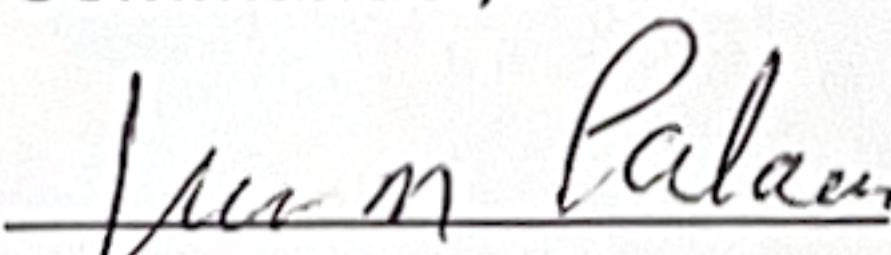
Review and Updates

This policy will be reviewed annually during the annual review of Post Bylaws and Constitution by the Post Executive Committee and updated as necessary to ensure alignment with current laws, regulations and organizational needs.

Policy Approval Date: 8/19/20

Approved by:


Commander, Post 21


Adjutant, Post 21