



# THE LAVA DOME sports complex

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## **ANTI-DISCRIMINATION POLICY & DEIA PROMISE**

The Lava Dome Sports Complex, a 501(c)(3) public nonprofit organization

The Lava Dome is committed to providing an inclusive and welcoming environment for all its staff, prospect employees, volunteers, athletes, and visitors, regardless of race, skin color, national origin, religion, sex, disability, age, sexual orientation, gender identity, or all other characteristic protected by law and ethics. We believe that diversity and inclusion are essential to achieving our mission, and we strive to create an environment where everyone is treated with respect.

We are committed to providing equal access to our services and activities and to ensuring that our staff, prospect employees, volunteers, athletes, and visitors are free from discrimination and harassment. We will not tolerate any form of discrimination or harassment, including but not limited to: verbal or physical abuse, sexual harassment, offensive comments or jokes, bullying or intimidation, and exclusion.

We will take all reasonable steps to prevent discrimination and harassment from occurring in our organization, and we will take appropriate disciplinary action against individuals who engage in such behavior. We will also provide training to staff, volunteers, Junior Youth Athletic Board members, and Board of Directors on the prevention of discrimination and harassment, annual ethics training and access to safe and discrete resources, as needed.

We are committed to fostering an environment of mutual respect and understanding and will review our policies and procedures regularly to ensure the continued protection of all our staff, prospect employees, volunteers, athletes, and visitors.