



Policy Statement: The Surge Project is committed to providing an inclusive and welcoming environment for all members of our community, including but not limited to our staff, clients, volunteers, contractors, partners, and board members. We strictly prohibit discrimination and harassment of any kind.

Scope

This policy applies to all activities within our organization, including but not limited to:

- Hiring, promotion, termination, and compensation of staff.
- Recruitment, selection, and treatment of volunteers and board members.
- Selection of clients and the provision of services and programs.
- Selection of, and dealings with, contractors and vendors.
- Internal operations and any organization-sponsored events.

The Surge Project does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, military status, genetic information, or any other characteristic protected under applicable federal, state, or local law.

Specific Prohibitions

This policy expressly prohibits:

- **Discrimination:** Unfavorable treatment or denial of benefits based on a protected characteristic.
- **Harassment:** Unwelcome conduct, whether verbal, physical, or visual, that is based on a protected characteristic and creates an intimidating, hostile, or offensive environment.
- **Retaliation:** Any adverse action against an individual for making a good-faith complaint of discrimination or harassment, or for participating in an investigation of such a complaint.

Our Commitment to Accessibility

We are committed to providing reasonable accommodations to individuals with disabilities to ensure equal access to our employment opportunities, programs, services, and activities. Individuals requiring an accommodation should contact the Executive Director.

Reporting and Compliance

Any person who believes they have been subjected to discrimination, harassment, or retaliation in violation of this policy, or who witnesses such behavior, is encouraged to report it immediately.

Reports should be made to:

T. Ellis, Executive Director and/or Dr. Sakema Porterfield, Board President.

Contact Information: admin@thesurgeproject.org | (205) 354-4830 | 3105 Sunview Dr. 43503, Birmingham, AL 35243

All reports will be treated confidentially to the extent possible and will be promptly, thoroughly, and impartially investigated.

Consequences for Violation

Violation of this policy by any employee, volunteer, board member, or contractor may result in disciplinary action, up to and including termination of employment, volunteer position, or contractual relationship. For clients or partners, violations may result in termination of services or partnership.

Policy Dissemination

This policy shall be distributed to all staff, board members, and key volunteers. It will be posted prominently on our website and in our employee and volunteer handbooks.

Policy Administrator

The Executive Director and/or Board of Directors is responsible for the implementation, dissemination, and enforcement of this policy.