

# **Veterans Hunting and Fishing Network Anti-Discrimination Policy**

## **1. Purpose**

This Anti-Discrimination Policy affirms our commitment to providing an inclusive, respectful, and equitable environment for all members of our community. We prohibit discrimination in all programs, services, activities, and interactions.

## **2. Scope**

This policy applies to:

- All employees, faculty, staff, administrators, supervisors, and contractors
- All volunteers, visitors, and participants in organization and partnering programs
- Any individual acting on behalf of the organization

It extends to all locations where institutional activities occur, including virtual environments.

## **3. Policy Statement**

Discrimination of any kind is strictly prohibited. Individuals will not be treated differently, excluded from participation, or denied access to opportunities based on any protected characteristic, including but not limited to:

- Race or ethnicity
- Color
- National origin or ancestry
- Religion or creed
- Sex, gender, gender identity, or gender expression
- Sexual orientation
- Disability (physical, mental, or sensory)
- Age
- Marital or family status
- Veteran or military status

- Genetic information
- Any other characteristic protected by law

We affirm that all individuals have the right to work, study, and participate in an environment free from discriminatory practices, bias, harassment, and retaliation.

#### **4. Prohibited Conduct**

Prohibited actions include, but are not limited to:

- Denying opportunities, access, or resources based on protected characteristics
- Harassment, including verbal, written, visual, or physical conduct that demeans or intimidates
- Unequal treatment in academic, employment, or programmatic decisions
- Retaliation against individuals who report discrimination or participate in investigations
- Creating a hostile, offensive, or unsafe environment for any individual

#### **5. Reporting Procedures**

Any individual who experiences or observes discrimination is encouraged to report concerns promptly. Reports may be submitted to:

- Supervisors, department heads, or designated administrators
- Any member of the Board of Directors

Anonymous reporting options may be available.

#### **6. Investigation Process**

All reports of discrimination will be:

- Taken seriously
- Addressed promptly
- Investigated thoroughly and impartially
- Handled with sensitivity, discretion, and respect for privacy to the extent possible

Corrective action will be taken when violations are substantiated.

#### **7. Non-Retaliation**

Retaliation against any person for reporting concerns, participating in an investigation, or exercising their rights under this policy is strictly prohibited. Verified retaliation may result in disciplinary action up to and including dismissal or termination.

## 8. Responsibilities

- **Employees and Volunteers:** Expected to uphold this policy and report concerns.
- **Supervisors and Administrators:** Required to model inclusive behavior, prevent discrimination, and respond to reports promptly.
- **Leadership:** Accountable for enforcing the policy and maintaining a culture of equity and respect.

## 9. Training

Regular training will be provided to ensure awareness of:

- Rights and responsibilities under this policy
- Reporting mechanisms
- Prevention of discrimination and harassment
- Best practices for inclusive and equitable conduct

## 10. Policy Review

This policy will be reviewed periodically to comply with legal requirements and reflect best practices for diversity, equity, access, and inclusion.

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Signature

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Date

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Printed Name