

## **Solano Winds Anti-discrimination and Anti-Harassment Policy**

The Solano Winds 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, or military status, in any of its activities or operations. These activities include, but are not limited to, musical rehearsals and performances, non-profit operations, hiring and firing of staff (if applicable), selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our volunteers, subcontractors, vendors, and patrons.

The Solano Winds does not tolerate nor condone any form of sexual harassment or any other type of harassment and/or discrimination within its scope of operations. The Solano Winds is committed to providing an artistic organization environment free of unlawful harassment and discrimination. In keeping with this commitment, the Solano Winds shall not tolerate any form of sexual harassment or other unlawful discrimination. Harassment based on race, sex, national origin, religion, sexual orientation, gender identity, marital status, disability, or any other protected characteristic is a violation of state and federal law. The Solano Winds' anti-harassment policy applies to all persons involved in the operation of the Solano Winds and prohibits unlawful harassment by any employee, contractor, patron, vendor or volunteer of the Solano Winds.