

Our Non-Discrimination Policy

The BFR Pros is committed to providing an inclusive and welcoming environment for all our staff, clients, students, volunteers, subcontractors, and vendors, and to ensuring that activities and employment decisions are based on individual's abilities and qualifications.

The BFR Pros 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 or other criteria protected by law, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services.

We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Consistent with this principle and applicable laws, it is therefore The BFR Pros' policy not to discriminate in offering access to its courses and activities on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression. Such a non-discrimination policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

Furthermore, The BFR Pros' policy includes prohibitions of harassment of course or program participants, clients and employees (i.e., racial harassment, sexual harassment, and retaliation) for filing complaints of discrimination.

Instructors, guest speakers and Subject Matter Experts involved in developing, administering and delivering training events on behalf of The BFR Pros are expected to maintain a high standard of professionalism and are not to discriminate or make discriminatory remarks based on gender, ethnicity, religion, age, disability, socioeconomic status, and/or sexual orientation.