



NON-DISCRIMINATION, HARASSMENT AND INTIMIDATION POLICY



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Katy Cares (the Organization) is committed to providing an inclusive and welcoming environment for all.

Katy Cares is committed to maintaining a workplace and a therapeutic space that is free of any harassment, discrimination and intimidation against anyone.

Katy Cares is committed to a policy of equal employment, equal opportunity and equal treatment.

Katy Cares confirms that activities include, but are not limited to, the appointment and/or removal of Directors, hiring and/or firing of staff and/or employees, selection of consultants, volunteers, vendors, contractors, sub-contractors, service and product providers, liaison, communication, interaction with the broader community, stakeholders, supporters, donors, sponsors and the rendering of therapeutic and related development services.

Katy Cares will not unlawfully discriminate internally (in its administrative and day to day operations including the rendering of Trauma Informed Therapeutic Program and related services) or externally (in its recipients of mentioned services, support and assistance and the contracting of consultants, suppliers, vendors, service and product providers) on the basis of race, culture, color, national origin, ethnicity, ancestry, political orientation or affiliation, religion, faith, gender, sexual orientation, age, marital status, veteran status, mental or physical disability or ability, skills, reputation or any other status as prohibited by applicable Federal and State Law.

Katy Cares will not tolerate harassment, intimidation, any form of aggression including abusive, foul or threatening language as such behavior will lead to dismissal, termination or services or removal from our residence as a Program participant.

Katy Cares encourages anyone related to or involved with the Organization, and who has been discriminated against, experienced any form of intimidation and/or harassment, to report this concern promptly and without delay to the Chairman of the Board of Directors or his/her designated representative. If substantiated, the Organization will take prompt action to investigate and address the matter in accordance with Federal and State Law.



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NOTES

Discrimination is treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people. It includes the practice of treating particular people, companies, or products differently from others, especially in an unfair way.

Harassment is behavior that annoys, frustrates and/or upsets someone. It is illegal behavior towards a person that causes mental or emotional suffering, which includes repeated unwanted contacts without a reasonable purpose, insults, threats, touching, or offensive language.

Intimidation is the action of frightening or threatening someone, usually in order to persuade them to do something that you want them to do.

Retaliation is the act of hurting someone or doing something harmful to someone because they have done or said something harmful to you.

END