

StoveTeam International
Non-Discrimination Policy

Adopted by the Board of Directors on August 2, 2017

It is the policy and commitment of StoveTeam International that it 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, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, and vendors.

StoveTeam International is an equal opportunity employer. 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, religion (creed), gender, age, national origin (ancestry), disability, veteran's status, sexual orientation, gender identity, gender expression, religion, or otherwise as may be prohibited by federal and state law.

Any employee, board member, volunteer or client who believes that s/he or any other affiliate of StoveTeam International has been discriminated against is strongly encouraged to report this concern promptly to the Executive Director.

Harassment or intimidation of a client, staff person or guest because of that person's race, color, religion (creed), gender, age, national origin (ancestry), disability, veteran's status, sexual orientation, gender identity, gender expression or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior.

StoveTeam International is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency clients. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Executive Director or immediate supervisor and, if substantiated, prompt action will be taken.

This policy applies to all StoveTeam International employees, volunteers, members, clients and contractors.