

NON-DISCRIMINATION POLICY

The Center for Transparent Analysis and Policy (CTAP) is committed to the principle that all persons shall have equal access to programs, facilities, services, volunteer participation, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by CTAP policy and/or applicable laws.

CTAP prohibits discrimination, harassment, and/or bullying against any person for any reason, for example, because of age, ancestry, color, disability or handicap, national origin, race, religion, gender, sexual or affectional orientation, gender identity, appearance, matriculation, political affiliation, marital status, veteran status or any other characteristic protected by law. CTAP directors, officers, employees, volunteers, and other constituents of CTAP, when and where ever those individuals are conducting CTAP business or participating in CTAP events or activities, shall maintain an environment free of discrimination, harassment, and/or bullying.

Mediation and Enforcement

The CTAP Board of Directors shall have the primary responsibility for oversight of this policy including investigating complaints of discrimination, harassment, and/or bullying. Any person who believes that they have been the victim of discrimination, harassment, and/or bullying may contact any member of the Board.

The goal in every such case shall be to reach a determination on the merits of allegations, if possible. In most cases, this will require an investigation into the facts. Such an investigation may be conducted by CTAP directors, staff, legal counsel, volunteers, private investigators or other individuals deemed qualified to do so. If the evidence shows that there has been discrimination, harassment, and/or bullying, CTAP shall seek to ensure the discrimination, harassment, and/or bullying immediately stops and does not recur. The complainant shall be informed generally of the conclusions reached regarding the allegations. Disciplinary sanctions for violation of policy, up to and including termination of employment or service, as applicable, will be imposed in accordance with applicable CTAP policies.

In accordance with the Whistleblower Policy, CTAP prohibits retaliation for raising in good faith an issue of potential discrimination, harassment, and/or bullying, and discourages any behavior that might be perceived as retaliatory in nature. Retaliation shall constitute a separate violation and may result in a sanction independent of the outcome of a complaint.

ADOPTED: December 15, 2022