

Policy 2008-4A

Rev April 14, 2019

Anti-Discrimination policy Anderson Island Historical Society

**9306 Otso Point Road
Anderson Island, Washington 98303**

Nondiscrimination

Decisions regarding conditions of participation in membership of the Anderson Island Historical Society (AIHS) including serving as an officer, on the board of directors, committee chairperson, event coordinator, volunteer, or member at large, or when applicable in the recruitment, hiring, placement, transfer, promotion, and termination, in programs by members or volunteers will not be based on race, color, national origin, ancestry, gender, sexual orientation, age, religious creed, physical and mental disability, medical condition, marital status, citizenship status, or other status protected by law. The AIHS will offer reasonable accommodation to qualified individuals with disabilities to the extent provided by law.

Except to the extent permitted by law, these factors also will not affect the manner in which the AIHS administers personnel policies, programs, and activities such as membership, election of officers and directors, compensation, promotions, terminations, benefits, training, and recreational programs nor will they affect the manner in which the AIHS administers member related policies, programs, and activities.

PROCEDURE

General

Any officer, director, member, or others who believe they have been subjected to unlawful harassment or discrimination in the course of an AIHS-administered program, job, or activity should provide as soon as possible a written or oral complaint to an officer or director.

The person making a complaint (the complainant) should ordinarily include details of the incident(s), name of the person alleged to have engaged in the conduct (the respondent), and the names of any witnesses.

AIHS officers and directors, including committee personnel, have a duty to report any conduct that they believe may constitute unlawful harassment or discrimination to the Board of Directors. The Board will investigate all complaints and take appropriate action.

Reviewed and Approved by the AIHS Policy Review Committee, 4/10/2019.



President, Anderson Island Historical Society. April 4, 2019.