

Attachment C

Policy On Nondiscrimination Bridges To Prosperity

B2P is committed to the principle that all persons shall have equal access to programs, facilities, services, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by B2P policy and/or applicable laws.

B2P prohibits discrimination, harassment and bullying against any person 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. B2P expects that its contractors and employees, volunteers, members, and other constituents of the B2P, when and where ever those individuals are conducting B2P business or participating in B2P events or activities, shall maintain an environment free of discrimination, including harassment, bullying, or retaliation.

Definitions:

Discrimination is defined as treating people differently, either preferentially or with adverse impact, because they have similar characteristics or because they are from specific groups, unless differential treatment is reasonable, essential and directly related to conducting B2P business.

Harassment is one form of discrimination. Harassment is defined as conduct that has the purpose or effect of unreasonably interfering with an individual's participation in B2P activities or creating an intimidating, hostile or offensive environment. Harassment occurs when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's participation in B2P activities or used as a basis for decisions affecting that individual's relationship to the B2P.

Bullying is one form of harassment. Bullying consists of waging an ongoing and systematic campaign of interpersonal destruction against an individual or group of individuals that a reasonable person would find hostile, offensive and unrelated to an B2P's legitimate business interests on the basis of one of the protected classes above. It tends to be an accumulation of many incidences over a long period of time, including treatment which persistently provokes, pressures, frightens, intimidates or otherwise discomforts another person.

Retaliation is defined as punitive actions taken against persons for exercising their employee or other rights under the laws in good faith, reporting violations of the laws to the proper authorities (i.e. "whistle-blowing") and/or participating in administrative or legal proceedings as a plaintiff, complainant or witness.

Mediation and Enforcement:

The B2P Board Executive Committee shall have the primary responsibility for oversight of this policy including resolving complaints of discrimination, harassment, bullying, and retaliation.

Any person who believes that he or she has been the victim of illegal discrimination or harassment should contact B2P Board Chair at 757-234-6230 or frantzk@cox.net. The mailing address is 1301 Dare Road, Yorktown, Va 23692.

An investigation shall be conducted to reach a determination on the merits of allegations. Such an investigation may be conducted by B2P Board directors, staff, legal counsel, volunteers, private investigators or other individuals deemed qualified to do so. If there is evidence of discrimination, harassment, bullying, and/or retaliation, B2P shall make every reasonable effort to ensure the discrimination, harassment, bullying or retaliation immediately stops and does not recur. The complainant shall be informed of the corrective measures taken. Disciplinary sanctions for violation of policy, which may range from disciplinary warning to termination or expulsion from B2P, will be imposed in accordance with applicable B2P policies. The B2P Board Chair and Executive Director shall be informed of all allegations. If the complaint is against the B2P Board Chair or the Executive Director, then the B2P Board of Directors shall be informed.

B2P prohibits retaliation 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.