



Non-Discrimination Policy

Habitat & Education Promotion Non-Profit Organisation

Policy Statement:

Habitat & Education Promotion is committed to fostering a diverse and inclusive environment where all individuals are treated with respect and dignity. We uphold a strong commitment to non-discrimination in all aspects of our operations, programs, and activities. This policy ensures that our commitment extends to all stakeholders, including employees, volunteers, clients, and community members.

Scope:

This non-discrimination policy applies to all Habitat & Education Promotion activities, including but not limited to hiring practices, program access, volunteer opportunities, and interactions within our organizational culture.

Policy Provisions:

Habitat & Education Promotion prohibits discrimination and harassment based on the following characteristics:

- Race
- Color
- Religion
- Ethnic or National Origin
- Sex
- Gender
- Sexual Orientation
- Gender Identity or Expression
- Age
- Pregnancy
- Leave Status
- Disability
- Veteran Status
- Genetic Information
- Any other characteristic or status protected by national, federal, state, or local law

Non-Harassment:

Harassment based on any of the characteristics listed above is strictly prohibited. This includes, but is not limited to, verbal, physical, or visual conduct that creates an intimidating, hostile, or offensive environment.

Equal Opportunity:

Habitat & Education Promotion ensures equal opportunity in all employment and volunteer practices, including recruitment, hiring, promotion, compensation, and termination. We strive to create an environment that promotes diversity and inclusion, ensuring that all individuals have equal access to opportunities and resources.

**Reasonable Accommodations:**

Habitat & Education Promotion will provide reasonable accommodations to qualified individuals with disabilities to ensure their full participation in programs, services, and employment, in accordance with applicable laws.

Reporting and Complaint Procedure:

Any individual who believes they have experienced or witnessed discrimination or harassment is encouraged to report the incident to a designated representative of Habitat & Education Promotion. Reports can be made confidentially, and the organization will take all complaints seriously and investigate them promptly and thoroughly.

Accountability:

All employees and stakeholders of Habitat & Education Promotion are expected to adhere to this non-discrimination policy. Violations of this policy may result in disciplinary action, up to and including termination of employment or volunteer status.

Training and Awareness:

Habitat & Education Promotion will provide training to all staff and volunteers to ensure awareness and understanding of this policy, as well as the importance of diversity and inclusion in our organization.

Policy Review:

This policy will be reviewed annually and updated as necessary to ensure compliance with applicable laws and best practices.

Contact Information:

For questions or further information about this policy, please contact:

Habitat & Education Promotion
contact@habitatedu.org

By adopting this non-discrimination policy, Habitat & Education Promotion reaffirms its commitment to creating a welcoming, inclusive, and equitable environment for all.