

EQUAL OPPORTUNITY POLICY

Equal Opportunities

Sail Chicago strives for equal opportunities for all members and is committed to providing a healthy and safe environment free of discrimination.

Preventing discrimination begins with respect and adherence to the law. Therefore discrimination against individuals on the basis of race, religion, color, sex, sexual orientation, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies, is strictly prohibited.

Verbal, physical, sexual or any other form of harassment that belittles or demeans any individual on the basis of race, religion, color, sex, sexual orientation, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws is also strictly prohibited. Prohibited harassment includes conduct that has the purpose or effect of unreasonably interfering with the experience of a volunteer, participant, or member or creating an environment that is hostile, intimidating or offensive.

Sexual advances; physical conduct of a sexual nature; sexual or racial jokes; racial, ethnic, nation origin, or disability slurs; and other harassing language or conduct that is meant to intimidate or that negatively impacts the environment of a volunteer, participant, or member is considered harassment and is strictly prohibited.

To promote equality, Sail Chicago will administer and conduct all personnel practices and procedures including employment, compensation, benefits, evaluation, promotion, demotion, assignments, transfer, recruitment, layoff, training, education, recreational and social activities, and safety and health programs, without regard to race, religion, color, sex, sexual orientation, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies.

This policy applies to every person in the organization and everyone who participates in Sail Chicago sponsored activities no matter his or her authority, position or classification. Violators of this policy are subject to investigation and discipline including, but not limited to, being banned from the organization.

When Discrimination is Experienced or Suspected

If you are discriminated against while a volunteer, participant, or member, you are required to report it immediately to the Human Resources Director, Chairman, or Board of Directors. If you know of or suspect discrimination to another person, including harassment, report it to Human Resources Director, Chairman, or Board of Directors. Volunteers, participants, or members are protected for filing a complaint of discrimination or assisting in an investigation of discrimination.

If warranted, Sail Chicago will investigate credible allegations of discrimination, including harassment. Sail Chicago may use third parties to assist in such investigations. All volunteers, participants, or members have a responsibility to cooperate fully in any investigation. Finally, any member who makes a knowingly false claim of discrimination may be banned from the organization.