



## **NON-DISCRIMINATION POLICY**

### **Equal Employment Opportunity**

Crucial to the organization's educational mission is the commitment to provide and cultivate an inclusive, diverse, and welcoming environment for all members of our community, including employees, students, and association members. NASP/IASP does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, disability, or religion or otherwise as may be prohibited by federal and state law.

### **Discriminatory Harassment**

Harassment on the basis of any protected characteristic is strictly prohibited. Harassment and intimidation includes verbal, written, or physical conduct that denigrates or shows hostility or aversion toward an individual. Specifically, sexual harassment as a form of harassment includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Incidents of discrimination or harassment should be immediately reported to the Executive Director or immediate supervisor. It is the policy of the organization to promptly and thoroughly investigate such reports. NASP/IASP prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

### **Proprietary Interest Disclosure**

The instructor(s) has no financial interest in any course documents, products, tools, or instruments.