Policy Against Harassment

TRIPP Foundation has adopted a zero-tolerance policy toward discrimination and all forms of unlawful harassment, including but not limited to sexual harassment. This zero- tolerance policy means that no form of unlawful discriminatory or harassing conduct by or towards any board member, volunteer, or person served will be tolerated. Any officer, board member, or volunteer, who is found to have, engaged in prohibited discrimination or harassment will be subject to discipline, up to and including removal from service.

Conduct Covered by this Policy:

This policy applies to and prohibits all forms of illegal harassment and discrimination, not only sexual harassment. Accordingly, the Association absolutely prohibits harassment or discrimination based on sex, age, disability, perceived disability, marital status, personal appearance, sexual orientation, race, color, religion, national origin, veteran status, or any other legally protected characteristic.

Procedures in Cases of Harassment:

Any TRIPP Foundation member who believes that she or he has been subjected to unlawful harassment of any kind has the responsibility to report the harassment immediately to the board of directors. If the member is uncomfortable reporting the harassment to the board of directors a direct correspondence may be sent to the board president.

TRIPP Foundation is committed to taking all reasonable steps to prevent harassment and will make every reasonable effort promptly and completely to address and correct any harassment that may occur. Every report of harassment will be investigated promptly and impartially, with every effort to maintain confidentiality. The complainant and the accused will be informed of the results of the investigation. If TRIPP Foundation finds that its policy has been violated, it will take appropriate corrective and remedial action, up to and including discharge of offending officers and/ or similarly appropriate action towards offending volunteer.

In the event, that a TRIPP Foundation board member or volunteer experiences harassment from a person served, an investigation will occur promptly and impartially, with every effort to maintain confidentiality. The complainant and the accused will be informed of the result of the investigation. If TRIPP Foundation finds that its policy has been violated, it will take appropriate corrective and remedial action, up to and including refusal to serve person and/ or family involved in conducting harassing behavior.

Reporting Without Fear of Retaliation:

This no-retaliation policy applies whether a good faith complaint of harassment is well founded or ultimately determined to be unfounded. No retaliation or adverse action whatsoever will occur against anyone for reporting unlawful harassment, or for opposing any other discriminatory behavior.