

Down Syndrome Alabama Non Discrimination Policy

This policy states Down Syndrome Alabama's (DSA) position on discrimination. This policy applies to all board directors, officers, employees, volunteers, members, clients, and contractors.

Our non-discrimination policy clearly states our goal of an inclusive and non-discriminatory work environment in which all employees and volunteers are valued and empowered to succeed. It is each DSA volunteer/employees' responsibility to understand the values and approach of our organization in detail and to comply with in-country and online protocols of behavior that respect, nurture, and advance such values and approaches.

EQUAL EMPLOYEMENT OPPORTUNITY

All volunteers should be treated with dignity and respect and will be provided equal employment opportunities. Qualified applicants are considered for employment and volunteering positions, all employees and volunteers are not discriminated against during employment or service with regard to race, color, national origin, citizenship status, creed, religion, religious affiliation, age, sex, marital status, sexual orientation, gender identity, disability, veteran status, or any other protected status under applicable law.

DSA believes that a diverse work force helps the organization realize its full potential and the talent of each employee and volunteer brings new ideas to the organization.

GRIEVANCE PROCEDURES

All employees and volunteers are encouraged to submit any type of complaint regarding violations of the non discrimination policy with the Chair of the Board. The complaint will be reviewed, investigated and the result in ruling enacted. The complainant will be informed of the ruling and consequent action taken. DSA will not retaliate against any employee or volunteer for making a good faith complaint pursuant to this policy.

DISABILITY

DSA does not discriminate against people with disabilities and will not exclude any individual with a disability from the full and equal enjoyment of its services. DSA will, with Board approval, make reasonable modifications in its policies, practices, or procedures when such modifications are necessary to afford its services to individuals with disabilities, unless the modifications would fundamentally alter the nature of its services or otherwise cause an undue hardship to DSA.

HARASSMENT-FREE-WORKPLACE

DSA also has a harassment-free workplace and volunteer location policy, which prohibits sexual harassment as well as any other form of unlawful harassment. DSA management will take steps necessary to prevent unlawful sexual harassment from occurring. They should clearly communicate to employees and volunteers that unlawful sexual harassment will not be tolerated. Any employee or volunteer who believes he/she has been subjected to unlawful harassment should use the Grievance Procedures outlined above.