

## GVHS Policy on Discrimination and Anti-Harassment Policy

GVHS is committed to creating and maintaining an environment of diversity and inclusion in which members are treated with respect and dignity, and valued for their unique skills, experience and perspectives.

It is the policy of GVHS to ensure equal opportunity in employment and throughout our programming. We expressly prohibit discrimination or harassment on the basis of race, color, religion, gender, sexual orientation, gender identity, age, disability, marital status, citizenship, national origin or any other characteristic protected by law.

Conduct prohibited by this policy is unacceptable in the workplace, in all terms and conditions of employment, and in any GVHS related setting, including shows and GVHS social events.

Individuals are encouraged to report any perceived incident of discrimination, harassment or retaliation to their immediate supervisor or Board President. Prompt and impartial investigations will be conducted for every complaint. If discrimination is found, appropriate corrective action will be taken, up to and including termination.

GVHS will maintain confidentiality to the extent consistent with adequate investigation and employees will not be penalized for filing a complaint in good faith.