



Governance

NON-DISCRIMINATION & ANTI-HARASSMENT POLICY

Governance Review date – **10/14/2025**

Board Approval Date – **10/21/2025**

Revised date 09/09/2025

1. Purpose

This policy states the commitment of County Players to providing an inclusive, equitable and welcoming environment for all those with whom we come into contact including board, staff, volunteers, community partners, contractors and the public. Our organizational culture and values embrace the diversity of experiences and knowledge among all those with whom we interact.

Our Code of Conduct also reflects this commitment.

2. Definition/Terminology Clarification

- A. Discrimination – The act of denying rights, benefits, justice, equitable treatment or access to facilities available to all others, to an individual or group of people because of the group, class or category to which that person belongs. (From NY State Human Rights Law)
- B. Equitable - The quality of being fair and impartial.
- C. Harassment – Harassment occurs whenever an individual is subjected to inferior terms, conditions or privileges of employment or ability to participate in the events of the County Players. The conduct need not be severe or pervasive, yet are of above what a similarly situated individual in the protected category would classify as a petty slight or trivial inconvenience. Such conduct is unwelcome and is based on a protected class such as, but not limited to, race, sex, sexual orientation, gender identity or expression, disability, or age.” (From NY State Human Rights Law)
- D. Inclusion - The active, intentional, and ongoing engagement with diversity.

3. Policy

- A. County Players prohibits discrimination & harassment on the basis of, but not limited to, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, disability or marital status, in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Governors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.
- B. County Players will not tolerate any form of discrimination or harassment from any persons or groups associated with us. County Players may investigate any conduct that violates this Policy, even in the absence of a complaint, and take remedial action where appropriate.

4. The Board of Governors reserves the right to amend or modify these Rules of Conduct at any time.

Point of Contact. The Point of Contact for this policy is the Chair of the Governance Committee.