

Discrimination and Harassment Policy

It is the policy of Child Crisis Arizona employs the best-qualified persons available to perform the tasks for which they are responsible. In implementing this policy, Child Crisis Arizona provides equal employment opportunity to all applicants and employees. This policy extends to all terms and conditions of employment, including hiring, placement, promotion, termination, leaves of absence, compensation, and training.

Child Crisis Arizona prohibits any form of harassment either by or against any employee. Harassment is any offensive behavior that directly or indirectly threatens or offends another person. All employees should expect to work in an atmosphere free of unwanted sexual overtures or any behavior that is personally offensive, hurts morale, or otherwise interferes with working effectiveness. Offensive comments, innuendoes, and sexually oriented "jokes" or "kidding" are regarded as forms of harassment. Employees engaging in discrimination or harassment will be subject to immediate disciplinary action.

If you feel that you have experienced any discrimination or harassment, or if you believe that you have witnessed any discrimination or harassment, you must immediately report it to one of the following individuals: your immediate supervisor, their supervisor or the appropriate director, a Human Resources Representative, or to the CEO. Child Crisis Arizona will promptly investigate all charges of discrimination or harassment.

If we determine that any employee has violated this policy, we will take prompt remedial action, which will include disciplinary action up to and including termination of employment. In addition to taking disciplinary action against the employees who have violated this policy, if it is determined that an employee has been subjected to any adverse employment action as a result of any discrimination or harassment, we will reverse that action.

If you believe that you have been the victim of any retaliatory action for making a complaint of discrimination or harassment, you must immediately report it your immediate supervisor, their supervisor or the appropriate director, a Human Resources Representative, or to the CEO. It is our policy to provide equal employment opportunities to all qualified persons and to administer all aspects and conditions of employment without regard to race, religion, color, sex, gender, gender expression, gender identity, sexual orientation, pregnancy, age, national origin, ancestry, physical or mental disability, severe/morbid obesity, medical condition, military or veteran status, genetic information, marital status, ethnicity, alienage or any other protected classification, in accordance with applicable federal, state, and local laws. We take allegations of discrimination, intimidation, harassment and retaliation very seriously and will promptly conduct an investigation when warranted. Equal employment opportunity includes, but is not limited to, employment, training, promotion, demotion, transfer, leaves of absence and termination.