

Greater Ohio Area SuperKids Classic, Inc.

Equal Employment Opportunity, Anti-Discrimination, and Anti-Sexual Harassment Policy

1. Introduction

This policy outlines the commitment of Greater Ohio Area SuperKids Classic, Inc. ("the Organization") to fostering a workplace that promotes Equal Employment Opportunity (EEO), prohibits all forms of discrimination, and maintains a work environment free from sexual harassment. The Organization is dedicated to creating a diverse, inclusive, and respectful atmosphere for all employees, volunteers, contractors, and participants.

2. Equal Employment Opportunity

The Organization is an equal opportunity employer and does not discriminate against any individual on the basis of race, color, religion, gender, national origin, age, disability, genetic information, sexual orientation, gender identity, or any other protected status in accordance with applicable federal, state, and local laws. The Organization is committed to providing equal employment opportunities to all qualified individuals and ensuring a workplace that is free from discriminatory practices.

3. Prohibition of Discrimination

Discrimination in any form is strictly prohibited by the Organization. This includes but is not limited to:

- Hiring, promotion, and termination decisions
- Compensation and benefits
- Training and development opportunities
- Work assignments
- Employee evaluations and performance feedback
- Any other terms and conditions of employment

4. Anti-Sexual Harassment

The Organization is committed to maintaining a work environment that is free from sexual harassment. Sexual harassment includes unwelcome advances, requests for sexual favors, verbal or physical conduct of a sexual nature, and other behavior that creates an intimidating, hostile, or offensive work atmosphere. This policy applies to all individuals associated with the Organization, including employees, volunteers, contractors, and participants.

5. Reporting Procedures

Any employee or individual associated with the Organization who believes they have experienced or witnessed discrimination or sexual harassment should immediately report the incident to the Organization President or Vice President. Reports will be treated

confidentially to the extent possible, and the Organization will conduct a thorough and impartial investigation.

6. Non-Retaliation

The Organization prohibits retaliation against any individual who makes a good-faith report of discrimination or sexual harassment or participates in an investigation. Retaliation is a serious violation of this policy and will result in appropriate disciplinary action.

7. Consequences of Violations

Any employee, volunteer, contractor, or participant found to have engaged in discrimination or sexual harassment will be subject to disciplinary action, up to and including termination or removal from the organization. The severity of the disciplinary action will depend on the nature and severity of the violation.

8. Prevention and Training

The Organization is committed to preventing discrimination and sexual harassment through education and training programs for all employees and individuals associated with the organization. Regular training sessions will be conducted to ensure awareness and understanding of these policies.

9. Conclusion

This Equal Employment Opportunity, Anti-Discrimination, and Anti-Sexual Harassment Policy reflects the Organization's dedication to creating a workplace that values diversity, treats all individuals with respect, and upholds the highest standards of professionalism. By adhering to this policy, we foster a positive and inclusive environment that benefits everyone associated with the Organization.