



# OUTDOOR DRIVEN INC

A Nonprofit Organization

## **Outdoor Driven Inc. Nondiscrimination Policy**

*Effective Date: October 4th 2023*

At Outdoor Driven Inc., we are committed to creating an inclusive and welcoming environment for all individuals associated with our nonprofit organization. Discrimination based on race, sex, creed, age, or national origin is inconsistent with our mission and values. This policy outlines our dedication to promoting diversity, equity, and inclusion in all aspects of our work.

### **1. Nondiscrimination**

Outdoor Driven Inc. does not discriminate against individuals participating in our programs, receiving our services, or engaging in any activities related to our nonprofit on the basis of race, sex, creed, age, national origin, or any other protected characteristic. We are committed to treating all individuals with respect and fairness.

### **2. Harassment**

Harassment based on race, sex, creed, age, or national origin is strictly prohibited within Outdoor Driven Inc. We will not tolerate any form of harassment, including offensive comments, jokes, gestures, or any conduct that creates a hostile or intimidating environment for anyone associated with our organization.

### **3. Reasonable Accommodations**

Outdoor Driven Inc. is dedicated to providing reasonable accommodations to individuals with disabilities to ensure equal access to our programs and services. Requests for accommodations should be made to our organization's designated contact.

### **4. Reporting Discrimination or Harassment**

Any individual associated with Outdoor Driven Inc. who believes they have experienced discrimination or harassment, or who has witnessed such behavior, is encouraged to report it promptly to our organization's designated contact. Reports will be handled discreetly, and confidentiality will be maintained to the extent possible.



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## **5. Retaliation**

Retaliation against any individual for reporting discrimination or harassment, participating in an investigation, or assisting in the resolution of a complaint is strictly prohibited and will result in appropriate action.

## **6. Compliance and Training**

Outdoor Driven Inc. will provide training and resources to educate individuals associated with our organization about our nondiscrimination policy and their responsibilities under it. Compliance with this policy is mandatory for all Outdoor Driven Inc Full time staff and volunteers.

## **7. Accountability**

Participants and volunteers who violate this nondiscrimination policy will be subject to appropriate action, which may include suspension or expulsion from our programs or activities.

## **8. Questions and Concerns**

If you have any questions, concerns, or need further clarification about our nondiscrimination policy, please contact our organization's designated contact.

Outdoor Driven Inc. is dedicated to fostering an inclusive and diverse environment where all individuals can participate in our nonprofit's programs and services without fear of discrimination or harassment. We are committed to upholding the principles of equality and nondiscrimination in all aspects of our work.

*This policy will be revised annually.*