

ACA Non-Discrimination Policy

The Alameda Creek Alliance does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military 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 Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.

The Alameda Creek Alliance is an equal opportunity employer. We shall not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.

The Alameda Creek Alliance is committed to providing a professional work environment free from any discrimination or harassment. The Alameda Creek Alliance prohibits discrimination or harassment based on a protected characteristic, as defined by state or federal antidiscrimination law. The Alameda Creek Alliance maintains an environment free from retaliation for reporting or cooperating in investigations of violations of this policy, or for participating in any protected activity.

Any employee, contractor, job applicant, or volunteer who experiences or witnesses behavior that they believe violates this policy is encouraged to immediately tell the offending individual that the behavior is inappropriate and, if they feel comfortable doing so, to tell the offending individual to stop the behavior. The applicant, contractor, or employee should also immediately report the alleged violation to the Executive Director or a Board member of the Alameda Creek Alliance. If the alleged offender is the employee, contractor, or volunteer's supervisor or manager, they should report the conduct to any Board member of the Alameda Creek Alliance. A complaint may be brought forward verbally or in writing. The Alameda Creek Alliance Board of Directors will promptly look into the facts and circumstances of any alleged violation, as appropriate; and take appropriate corrective and preventive action calculated to end the conduct up to and including formal discipline where warranted.