

NON-DISCRIMINATION POLICY

It is Matter's policy and commitment that it does not discriminate based on race, color, age, sex, gender identify, sexual orientation, national origin, physical or mental disability, or religion.

EQUAL EMPLOYMENT OPPORTUNITY

Matter is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, color, age, sex, gender identify, sexual orientation, national origin, physical or mental disability, or religion or otherwise as may be prohibited by law. Any employee, board member, volunteer or client who believes that s/he or any other affiliate of Matter has been discriminated against is strongly encouraged to report this concern promptly to a company Director.

DISCRIMINATORY HARASSMENT

Harassment or intimidation of a client, staff person or guest because of that person's race, color, age, sex, gender identify, sexual orientation, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation include abusive, foul, or threatening language or behavior. Matter is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers, or agency clients. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to a company Director and, if substantiated, prompt action will be taken.

EFFECTIVE MARCH 16, 2020