

NEW YORK FOREST OWNERS ASSOCIATION

EQUAL OPPORTUNITY – EMPLOYMENT AND MEMBERSHIP

POLICY –

EMPLOYMENT - New York Forest Owners Association (NYFOA) will not engage in any unlawful discrimination against any employee or applicant for employment because of race, creed, color, national origin, sex, age, disability, marital status or sexual orientation with respect to all employment decisions including, but not limited to, recruitment, hiring, upgrading, demotion, downgrading, transfer, training, rates of pay or other forms of compensation, layoff, termination, and other terms and conditions of employment. Employment is based solely on the applicant's qualifications for the position for which application is made. NYFOA's goal is to select personnel who will meet high standards of personality, character, education and occupational qualifications.

MEMBERSHIP – New York Forrest Owners Association will not engage in any unlawful discrimination against any member or applicant for membership because of race, creed, color, national origin, sex, age, disability, marital status or sexual orientation with respect to all membership decisions. Membership is based solely upon applicants' interest in supporting the mission of NYFOA.

WORKPLACE HARASSMENT

POLICY – New York Forest Owners Association is committed to maintaining a workplace free from harassment on the basis of race, ethnicity, national origin, gender, age, religion, marital status, veteran status, disability or sexual orientation. NYFOA will not tolerate any kind of workplace harassment to be visited upon its employees and members or other employees, or by vendors or individuals providing services. Actions will be taken against offending employees.

Workplace harassment of any kind is not productive to a normal working environment. Workplace harassment is defined as unsolicited, unwanted, and unwarranted physical harassment, jest or innuendo, verbal harassment, visual harassment, and any requests for favors, sexual or otherwise.

Employees are required to report any workplace harassment immediately to their immediate supervisor or the Executive Director, or the President of the Board of Directors. Any individual who is aware of such verbally or physically abusive condition should report such activity immediately, whether they are involved in the incident or not.

Allegations of workplace harassment are a serious matter and will be investigated fully. Any frivolous accusations made willfully will not be tolerated and appropriate disciplinary action will be taken immediately up to and including termination.