

Regional Task Force on the Homeless

San Diego City & County

Policy:	Nondiscrimination	Policy Number:	RTFHBP7
Owner of Policy:	Governance Board		
Policy Sponsor:	Merger Task Force		
Policy Approval By:	Governance Board		

Original Effective Date:	Reviewed Date(s):	Revised Date(s):
5/18/17		

1. PURPOSE

The Regional Task Force on the Homeless (RTFH) is committed to the principle of accountability to the public which is served by the RTFH and its members. The RTFH Governance Board (Board) will uphold a policy of openness and transparency, balanced with its roles in representing the interest of the RTFH and those served.

This policy formally outlines rules and procedures that have been followed and will continue to be followed henceforth in respect to nondiscrimination. To the extent any portion of this policy contradicts the Charter or the Bylaws, the terms of the Charter and Bylaws shall prevail.

2. POLICY

This policy states the RTFH's position on discrimination. This policy applies to all RTFH Board Members, employees, volunteers, members, clients, and contractors.

3. PROCEDURE

Equal Employment Opportunity

The RTFH follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, and marital status. This policy also applies to internal promotions, training, opportunities for advancement, terminations, outside vendors, members and customers, service clients, use of contractors and consultants, and dealings with the general public.

Any member, employee, Board Member, volunteer or client who believes that s/he or any other affiliate of the RTFH has been discriminated against is strongly encouraged to report this concern promptly to the Board Chair or designee.

Discriminatory Harassment

Harassment or intimidation of a client, staff person or guest because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior.

The RTFH 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 the Board Chair or designee and, if substantiated, prompt action will be taken.