

# **Clydesdale Breeders of the United States of America**

## **Policy & Procedures**

### **NON-DISCRIMINATION STATEMENT AND POLICY**

The Clydesdale Breeders of the United States of America, Inc. (CBUSA) does not and shall not discriminate on the basis of race, color, religion or creed, gender, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation or military status in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, provision of services or opportunities to members, and in dealing with members, guests and the general public at this organization's events & activities. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, vendors and participants.

It is the policy of CBUSA to:

- Strictly follow personnel and volunteer policy procedures to ensure equal opportunity of all people without regard to race, color, religion or creed, gender, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation or military status;
- Make reasonable accommodations wherever necessary for all employees, volunteers or participants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job or participate in the activity and provided that any accommodations made do not require significant difficulty or expense;
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted; and
- Be continually alert to identify and correct any practices by individuals that are at variance with the intent of this Non-Discrimination Policy and Statement.

*Adopted October 19, 2019*