

Echo Heritage Association

Anti-discrimination and Anti-harassment Policy

Echo Heritage Association will not condone, permit, or tolerate any form of discrimination and/or harassment by or against any employee, customer, vendor, independent contractor or other individual with whom our personnel come into contact in connection with their employment with this organization based upon age (when otherwise legally of age), race, color, creed, religion, sex, sexual orientation, national origin, disability, genetic information, marital status, veteran status, gender identity, victim of domestic violence, expunged juvenile record or other protected class or characteristic established under applicable federal, state or local statute or ordinance.

Echo Heritage Association recognizes discrimination under the phrase "because of sex" includes but may not be limited to, because of pregnancy, childbirth and related medical conditions or occurrences. Women affected by pregnancy, childbirth or related medical conditions or occurrences shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work by reason of physical condition, and nothing in this section shall be interpreted to permit otherwise. (As Per ORS 659A.029.)

Echo Heritage Association recognizes that all persons within the jurisdiction of this state are entitled to the full and equal accommodations, advantages, facilities and privileges of any place of public accommodation, without any distinction, discrimination or restriction on account of age (when otherwise legally of age), race, color, creed, religion, sex, sexual orientation, national origin, disability, genetic information, marital status, veteran status, gender identity, victim of domestic violence or other protected class or characteristic established under applicable federal, state or local statute or ordinance. (Esp. as per ORS 659A.403.)

ADOPTED:

March 15, 2020
Date

SECRETARY:

Phyllis Shovelski
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