

Harassment, Discrimination, and Violence Prevention Program

We are committed to a work environment that is professional and harassment-free for all employees and volunteers. Harassment includes, without limitations, verbal, physical, visual, and innuendo. Harassment also includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact and other verbal or physical conduct or visual forms of harassment of sexual nature when submission to such conduct is either explicitly or implicitly made a term or condition of employment or is used as the basis for unreasonably interfering with an individual's work performance or creating an intimidation, hostile or offensive work environment for employees and volunteers.

Volunteers should report any issues to their supervisor.

Corrective Action

In certain situations, corrective action may follow an incident or evaluation. Examples of corrective action include the requirement of additional training, re-assignment to a new position, and suspension or dismissal from volunteer service.

Concerns and Grievances

Volunteers have the opportunity to report any problems without retaliation or adverse action. BADE&FP maintains an open-door policy regarding volunteer concerns and grievances. If you have a problem or complaint, you should feel free to email the Volunteer Coordinator or the Director or speak directly to staff. If your concerns can not be settled at this level, you have the option of speaking with our Executive Director.