



<b>Policy TITLE:</b>	<b>Non-Discrimination and Non-Harassment in TNI Programs and Activities</b>
<b>Policy NO.:</b>	<b>1-128</b>
<b>REVISION NO:</b>	<b>0</b>
<b>Program</b>	<b>Administration</b>

<b>Committee Approved Date:</b>	6/14/2019
<b>Policy Committee Reviewed Date:</b>	NA
<b>TNI Board of Directors Endorsed Date:</b>	7/10/2019
<b>Policy Effective Date:</b>	6/14/2019

#### I. PURPOSE AND APPLICABILITY

This policy establishes the basic commitment of TNI to avoid discrimination in its organizational activities and contracts and to avoid all types of harassment within TNI's activities.

This policy applies to TNI members acting on behalf of TNI including members of the TNI Board of Directors, committees, subcommittees, and task forces, and any person employed by or acting as a contractor to TNI. It also applies to all persons participating in TNI's public activities such as training and conferences. TNI programs may augment this policy with additional provisions, but may not supersede any part of it.

#### II. RELATED DOCUMENTS

Policy 1-107, Membership Code of Ethics

#### III. GENERAL PRINCIPLES OF NON-DISCRIMINATION AND NON-HARASSMENT

Persons acting on behalf of TNI or participating in TNI activities:

1. Shall not discriminate against any persons based on their race, religion or national heritage.
2. Shall not discriminate against any persons based on their sex, sexual preference, or gender identity.
3. Shall not discriminate against any persons based on their political preferences. TNI is and shall remain a non-partisan organization.
4. Shall not harass any individual for any reason whatsoever, be it racial harassment, sexual harassment (including sexual preferences and gender identity), religious or political harassment.

#### IV. RECOURSE TO POTENTIAL DISCRIMINATION OR HARASSMENT

Any person observing or enduring an incident of discrimination or harassment within the scope of this policy may file a complaint in accordance with SOP 1-106. Complaints received related to harassment or

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discrimination issues will be directed to the TNI Board Chair, TNI Executive Director or the TNI Board Secretary, as appropriate, to best ensure the confidentiality of these matters.

**Policy Approved Changes**

Revision No.	Effective Date	Description of Change
0	6/14/19	