Updated 12/15/2015

POLICY AGAINST DISCRIMINATION

Scope

This policy applies only to acts of discrimination perpetrated by or against employees, friends, members, contractors, and volunteers (congregants) of First Unitarian Universalist Church of Nashville against one another in the performance of their duties as a representative of the church.

A cornerstone in the purpose and philosophy of our church is the recognition of the rights of all individuals to work and worship in an environment free from discrimination or harassment based on the classifications noted in this policy.

1. Protected Classifications

The following classifications are protected by this policy: race, color, sex, religious beliefs, gender identity and expression, national origin, sexual and affectional orientation , citizenship, age, marital status, physical or mental disability.

1. General Prohibition

Each employment decision affecting an individual, whether it relates to hiring, discipline, termination, promotion, evaluations, wages, entitlement to benefits, or other terms, conditions, and privileges of employment shall be made without regard to the protected classifications.

Similarly, each congregant is responsible for executing his or her church duties in a manner free of discrimination, harassment, intimidation, or ridicule, based upon these classifications.

1. Conduct Based On Protected Classifications

Prohibited conduct based on the protected classifications occurs in any one of the following situations:

1. An individual uses spoken or written words or engages in physical conduct that belittles, ridicules, or shows hostility, hatred, or dislike of another individual based on any of these classifications; or

b) The conduct has the purpose or effect of creating an intimidating, hostile, or offensive environment for an individual or of unreasonably interfering with an individual's performance, or such conduct otherwise adversely affects the individual's right to work or participate in church activities.

1. Enforcement of This Policy

Any person who believes they have been treated in a manner that violates this policy or any person who has witnessed a violation of this policy may file a complaint in accordance with the Complaint Investigation and Appeal Process.