

## **NON-DISCRIMINATION POLICY**

### **Policy:**

It is the policy of Plant-A-Seed Educational Consulting to maintain a working and learning environment free of all forms of discrimination.

### **Purpose:**

This policy is intended to maintain compliance with all local, state and federal regulations, as well as a high standard of professional conduct throughout the organization.

### **Responsibilities:**

The President.

### **Process/Procedures:**

#### **Equal Opportunity**

Plant-A-Seed Educational Consulting, LLC affords equal opportunity to all employees and prospective employees without regard to race, color, sex, gender, sexual orientation, religion, age, marital status, disability, veteran status or national origin or other criteria protected by law.

#### **Inclusion**

Plant-A-Seed Educational Consulting, LLC is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that activities and employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is, therefore, Plant-A-Seed's policy not to discriminate in offering access to its programs and activities or with respect to employment terms and conditions the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

#### **Prohibitions**

Plant-A-Seed Educational Consulting, LLC prohibits discrimination on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, genetic information, and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of individuals in its programs and activities, or in employment and application for employment. Furthermore, Plant-A-Seed Educational Consulting, LLC's policy includes prohibitions of harassment of program participants, customers, employees, i.e., racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.

Speakers and presenters involved in developing, administering, and delivering education sessions, special tracks, workshops or presentations at any PAS event are expected to maintain a high standard of professionalism and are not to discriminate or make discriminatory remarks based on gender, ethnicity, religion, age, disability, socioeconomic status, and/or sexual orientation.