

Association of Child Life Professionals Administrative Policy and Procedure

SUBJECT: Non-discrimination Policy

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POLICY

The Association of Child Life Professionals (ACLPL) is committed to a policy of non-discrimination and equal opportunity: fairness, justice and respect for all persons. The ACLPL supports an inclusive and welcoming environment for staff, association members, students, volunteers, contractors and vendors or any other persons associated with ACLPL.

PROCEDURE

1. ACLPL will not discriminate based on age, race, religion, sex (including pregnancy, childbirth or related medical conditions), gender identity, sexual orientation, national origin, or disability, genetic information, marital status, military status or any other legally protected class. Fair and equitable consideration will be made to any applicant for any position or program, including those with eligibility criteria.
2. Reasonable accommodations will be made for persons with disabilities and to accommodate religious practices.
3. Regardless of personal opinions or biases, ACLPL staff, member and volunteer actions should reflect values of inclusion and diversity.
4. The ACLPL does not condone any form of harassment, joking, bullying or abusive conduct (verbal, nonverbal and/or physical) towards any individual's actual or perceived protected class as outlined above.
5. ACLPL will review all reports of violations to this Non-discrimination Policy and will take appropriate corrective action as warranted.
 - 5.1 Perceived discrimination by ACLPL staff, members, volunteers or others associated with ACLPL should be reported to the ACLPL CEO.
 - 5.2 Before any disciplinary action is taken, the relevant persons will be notified by the CEO of the allegation and provided with an opportunity to respond.
 - 5.3 If it is determined that discrimination in violation of this Policy has occurred, appropriate disciplinary action will be recommended. The CEO will make a recommendation of appropriate corrective action, if warranted, to the Executive Committee.
 - 5.4 If the review is inconclusive or if it is determined that there has been no violation of this Policy but potentially problematic conduct may have occurred, appropriate restorative action may be recommended.
 - 5.5 All actions taken by the Executive Committee under this Policy are final and will be reported to the Board of Directors.
 - 5.6 Reports found to be made only with malicious intent or not in good faith may result in disciplinary action.

Special note: For complaints of staff/board behavior, see Whistleblower Policy for procedure for complaints of staff/board behavior