



Anti-Discrimination and Harassment Policy

In alignment with the Ethical Policy and Protecting from Abuse Policy, FPMT Regional Office North America Inc. (“FPMT-RONA”) further affirms that we are fully committed to providing an inclusive and respectful environment. We strictly prohibit any form of discrimination, harassment, or abusive conduct directed toward anyone on the basis of race, ethnicity, color, gender, gender identity or expression, sexual orientation, religion or creed, national origin, disability, age, marital or family status, and any other characteristic protected by applicable law.

This applies to all employees, volunteers, board members, as well as individuals and groups outside the organization. Employees and volunteers are expected to uphold the highest standards of ethical conduct, respect, and non-discrimination in their interactions with their fellow co-workers/co-volunteers, clients, visitors, partner organizations, vendors, contractors, members of the general public, and any other third parties with whom the organization interacts.

Reports of discrimination and harassment will be taken seriously and addressed promptly in accordance with the Protecting from Abuse Policy and/or Complaint and Grievance Procedure. To the extent possible, FPMT-RONA will keep the information confidential, consistent with its obligation to investigate promptly and thoroughly.

If FPMT-RONA determines that harassment has occurred or that counseling, training, disciplinary measures or termination are appropriate, it will take appropriate measures to correct the problem.

No employee or volunteer will be retaliated against in any way for reporting in good faith any allegations of harassment. Such retaliation in and of itself may result in disciplinary action, up to and including termination.

All employees and volunteers are required to cooperate with any investigation undertaken in response to an allegation of harassment. Refusal to cooperate in an investigation may result in disciplinary action, up to and including termination.

Any external party who experiences or witnesses inappropriate behavior by a representative of FPMT-RONA is encouraged to contact the regional coordinator.