

OpMan 18 – Non-Discrimination Policy

Effective: August 26, 2015
Admin Update: October 31, 2019
Effective: February 16, 2021

- I. RESPONSIBLE PARTY:** The Executive Committee (EXCOM) and HR Committee shall be responsible for ensuring compliance with this policy.
- II. OVERVIEW:** The Association of Old Crows (AOC) does not and shall not discriminate on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status, in any of its activities or operations (see note below).
- A. Activities include, but are not limited to, hiring, and firing of staff, selection of vendors, and the provision of services to members and the public. The AOC is committed to providing an inclusive and welcoming environment for all of its members, staff, volunteers, subcontractors, and vendors.
- B. No person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any program or activity available through the AOC on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status (see note below).
- C. The AOC is an equal opportunity employer. As such, the AOC will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status.
- III. REPORTING:** AOC members upon receiving knowledge of violations of this non-discrimination policy should notify the Executive Director who shall notify the EXCOM and HR Committee in all cases
- IV. SUMMARY:** While it is impossible to cover every contingency that might arise, it is essential that AOC members, the Board, and the officers and staff have a basic understanding and stay mindful of the non-discrimination policy.

Note: The AOC Bylaws (OpMan 13) stipulate observance of all US laws designed to prevent the export of sensitive technology and technology implementation, and to protect American and international partner technological accomplishments from potential adversaries. Persons or entities that are in opposition to the interests of the United States and countries of concern for technology transfers shall not be eligible for membership in the AOC, to attend the Technical Symposium or Exhibits, or to participate in AOC events. A list of ineligible countries and/or organizations will be developed and maintained by the AOC Board of Directors, by reference to, among other things, applicable US laws.