NON-DISCRIMINATION AND EQUAL OPPORTUNITY POLICY

SUMMER HILL CITIZENS' COMMITTEE (SHCC)

(Effective September 2026)

ARTICLE I – POLICY STATEMENT AND PURPOSE

The Summer Hill Citizens' Committee (SHCC) is committed to fostering an inclusive, equitable, and welcoming environment for all community members, officers, board directors, volunteers, and participants. The SHCC strictly prohibits discrimination and harassment of any kind and is dedicated to providing equal opportunity across all aspects of its operations, governance, programs, and activities.

ARTICLE II – PROTECTED CLASSES

The SHCC does not discriminate on the basis of race, color, religion, creed, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, age, physical or mental disability, medical condition, genetic information, marital status, familial status, military or veteran status, socioeconomic status, political affiliation, or any other characteristic protected by applicable local, state, or federal laws (including the Pittsburgh City Code, Pennsylvania Human Relations Act, and applicable federal regulations).

ARTICLE III – SCOPE OF APPLICATION

This policy applies to all aspects of the SHCC's affairs, including but not limited to:

- **Membership & Voting Privileges:** Eligibility for individual, group, or associate membership and exercise of voting rights.
- **Board Governance & Leadership:** Nomination, election, appointment, and service of Officers, Executive Board Directors, and Committee Chairs.
- **Programs & Services:** Access to community forums, events, educational programs, charitable assistance, and community development initiatives.
- **Vendor & Contracting Practices:** Selection of contractors, suppliers, professional service providers, and business partnerships.
- **Employment & Volunteering:** Hiring, volunteer recruitment, assignment, compensation, performance evaluation, and termination.

ARTICLE IV – PROHIBITION OF HARASSMENT AND RETALIATION

1. Prohibition of Harassment: Harassment based on any protected class is strictly prohibited. Harassment includes unwelcome verbal, physical, or visual conduct that creates an intimidating, hostile, or offensive environment for any participant in SHCC meetings or activities.

2. Non-Retaliation: The SHCC strictly prohibits retaliation against any individual who, in good faith, reports a violation of this policy, opposes discriminatory practices, or participates in an investigation regarding a discrimination complaint. Any form of retaliation will be treated as a severe violation of organizational policy.

ARTICLE V – REPORTING AND RESOLUTION PROCEDURES

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1. Reporting Complaints: Any individual who believes they have experienced or witnessed discrimination, harassment, or retaliation in connection with the SHCC should submit a written or verbal complaint to the Board President, Vice-President, or any disinterested Executive Board Director.

2. Investigation Process: The Executive Board shall ensure a prompt, thorough, and impartial review of all complaints. Confidentiality will be maintained to the maximum extent possible, consistent with a fair and effective investigation.

3. Corrective & Disciplinary Measures: If an investigation confirms that discrimination, harassment, or retaliation occurred, the Executive Board will take swift corrective action. Sanctions may include formal reprimand, removal from committee assignments, or initiation of removal from office/membership under Article X of the SHCC By-Laws.

NON-DISCRIMINATION POLICY ACKNOWLEDGMENT

SUMMER HILL CITIZENS' COMMITTEE (SHCC)

To be completed annually by all Officers, Directors, Committee Members, and Key Representatives

I acknowledge that I have received, read, and understand the Non-Discrimination and Equal Opportunity Policy of the Summer Hill Citizens' Committee (SHCC). I agree to abide fully by its principles and support an inclusive environment free from discrimination, harassment, and retaliation.

Printed Name: _____ **Date:** _____

Title / Position:

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Signature:

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