



PARA TI GLOBAL

GENERAL POLICY ORDERED BY BOARD OF DIRECTORS ANTI-HARASSMENT AND DISCRIMINATION POLICY

Introduction and Purpose

Para Ti Global is committed to providing a safe and inclusive environment for all employees, volunteers, partners, and stakeholders. We do not tolerate any form of harassment, discrimination, or retaliation based on race, ethnicity, color, national origin, ancestry, religion, age, gender, sexual orientation, gender identity, marital status, disability, or any other protected status. This policy applies to all aspects of employment, volunteer work, partnership, and program participation.

Harassment

Harassment is any unwelcome conduct that creates an intimidating, hostile, or offensive environment, or that interferes with work, volunteer work, partnership, or program participation. Harassment can take many forms, including but not limited to:

1. Verbal harassment, such as slurs, jokes, or comments that denigrate or stereotype a person based on their protected status.
2. Physical harassment, such as unwanted touching, hugging, or other physical contact.
3. Visual harassment, such as displaying or distributing offensive pictures, posters, or emails.
4. Sexual harassment, such as unwelcome sexual advances, requests for sexual favors, or other verbal, physical, or visual conduct of a sexual nature.

Discrimination

Discrimination is any action that treats a person less favorably than another person based on their protected status. Discrimination can take many forms, including but not limited to:

1. Refusing to hire, train, promote, or compensate a person based on their protected status.
2. Subjecting a person to different or unequal terms or conditions of employment, volunteer work, partnership, or program participation based on their protected status.
3. Retaliating against a person for complaining about harassment or discrimination, or for participating in an investigation or proceeding related to harassment or discrimination.



Reporting and Investigating Harassment and Discrimination

Any employee, volunteer, partner, or stakeholder who believes they have been subjected to harassment or discrimination, or who witnesses such behavior, should report it immediately to their supervisor, a human resources representative, or Para Ti Global's Executive Director. If the alleged harasser or discriminator is the person's supervisor, the person should report the behavior to the next level of management, a human resources representative, or Para Ti Global's Executive Director.

Para Ti Global will promptly investigate all reports of harassment or discrimination, taking into account the nature and severity of the alleged behavior, the context in which the behavior occurred, and the perspectives of all parties involved. The investigation will be conducted in a manner that respects the privacy and confidentiality of all parties involved. Para Ti Global will take appropriate remedial action to address any confirmed harassment or discrimination, up to and including termination of employment, volunteer work, partnership, or program participation.

Retaliation

Para Ti Global prohibits retaliation against any person who complains about harassment or discrimination, or who participates in an investigation or proceeding related to harassment or discrimination. Retaliation includes any adverse employment, volunteer work, partnership, or program participation action taken against a person because they complained about harassment or discrimination, or because they participated in an investigation or proceeding related to harassment or discrimination.

Conclusion

Para Ti Global is committed to fostering a culture of respect, inclusivity, and diversity. We expect all employees, volunteers, partners, and stakeholders to uphold these values and to work together to create a safe and inclusive environment for all. Any violations of this policy will be taken seriously and will be subject to appropriate disciplinary action.



This policy was adopted by unanimous vote of the Para Ti Global board of directors.

Witness our corporate seal this 8th day of April, 2023.

