

## **APPENDIX VI**

### **CAPITAL RINGERS, INC. ANTI-DISCRIMINATION POLICY**

We are an organization that values diversity of background, culture, and thought. We believe that we can best promote excellence by treating all people respectfully and equitably. We do not tolerate harassment or bullying.

Capital Ringers Inc. is dedicated to inclusiveness and non-discrimination. One of the criteria for choosing performance venues that will attract a diverse audience will be the location's commitment to principles of welcome, inclusion and outreach to the community.

Capital Ringers, Inc. is committed to providing equal opportunities to all members and applicants for membership. Accordingly, all terms and conditions of membership will be carried out without regard to race, color, religion or creed, national origin or ancestry, sex (including pregnancy, sexual orientation or gender identity), age, status as an individual with a physical or mental disability, veteran status, genetic information, and citizenship, or any other factor protected by federal, state, or local law. Capital Ringers, Incorporated will not tolerate acts deemed to constitute discrimination or harassment based on these protected factors.

Any member or applicant for membership who believes that unlawful discrimination has occurred must notify Capital Ringers, Inc. President following the alleged discriminatory action. If the President is the source of concern, the member or applicant may contact the Secretary. The Director will then conduct an investigation and advise the member or applicant of the findings or of any remaining steps that may be taken.