

Non-Discrimination Policy Tucson Youth Music

I. Purpose

The purpose of this policy is to provide in clear and concise language a Tucson Youth Music statement prohibiting discrimination and acknowledging the organization's commitment to reasonable accommodations.

II. Policy Statement

At Tucson Youth Music, we value all employees, independent contractors, students, family members, administrators, Board members, vendors, and supporters from the private sector as unique individuals, and welcome the variety of experiences they bring to our organization. As such, we have a strict non-discrimination policy. We believe everyone should be treated equally regardless of race, sex, gender identification, sexual orientation, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy, or any other characteristic protected by law.

TYM does not discriminate in the administration of its educational policies, admission procedures, student qualifications, Board recruitment, and other TYM-administered programs. The organization admits students of any race, color, creed, sex, marital status, affectional or sexual orientation, family responsibility, national origin, ancestry, handicap, or religion to all the rights, privileges, programs, and activities generally accorded or made available to students at TYM. The organization will make reasonable accommodation in our system for any individual with a proven need.

III. Reporting Procedure

Any TYM constituent who believes he/she/they has/have been harassed, discriminated against, or otherwise treated negatively because of his/her/their race, religion, gender, or other characteristics, should report the harassment to one of the following people:

- TYM President & CEO
- TYM Teacher Representative
- Any TYM Teacher
- TYM Board Chair

Constituents will not be reprimanded or disciplined in any manner for failing to report something that occurred to them. Nor will the organization retaliate for any good faith report. A good faith report means that the constituent believes that something inappropriate happened, even if the investigation determines no inappropriate behavior occurred.

TYM will then conduct an investigation. TYM expects all involved parties to participate in the investigation, which may take a considerable amount of time, and keep things confidential as allowed by law. At the end of the investigation, the investigating party will issue a report and a recommendation. The constituent who reported the incident will be informed of the results of the investigation and any corrective action plan, if warranted.

IV. Appeal

Either party is allowed to appeal the decision by filing a written report with the TYM President & CEO.

If you feel that you have been discriminated against, please report the incident as soon as possible. Every complaint will be appropriately investigated.

This Policy was adopted by Board action on August 10, 2022.