



## **JOSEPH JAMES MORELLI LEGACY FOUNDATION, INC. ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY**

The Joseph James Morelli Legacy Foundation, Inc. (“The Foundation”) will not condone, permit, or tolerate any form of discrimination and/or harassment by or against any employee, customer, vendor, independent contractor, donor, or other individual with whom its employees, independent contractors, or any volunteers acting on behalf of The Foundation come into contact in connection with their activities with The Foundation based upon age, race, color, creed, religion, sex, sexual orientation, national origin, disability, or other protected class or characteristic established under applicable federal, state, or local statute, regulation, or ordinance.

Sexual harassment is a form of illegal sex discrimination. Sexual harassment refers to behavior that is unwelcome, personally offensive, and which interferes with the effectiveness of any activity undertaken on behalf of The Foundation. Individuals who believe that they have been subject to discrimination or harassment, or have questions about whether certain conduct is unlawful should immediately speak to their supervisor, if an employee or independent contractor, or to the President of The Foundation.

Anyone who is an officer or director of The Foundation who receives complaints of discrimination or harassment, or who becomes aware of conduct that may constitute discrimination or harassment must immediately notify any member of the Board of Directors of The Foundation.

All complaints will be investigated promptly, and the existence of a complaint will be disclosed only to the extent necessary to make a prompt and thorough investigation, or to take appropriate corrective measures. In all cases the person who initiated the complaint will be informed of the findings and disposition of the matter at the conclusion of the investigation. The proper officers and directors of The Foundation will insure that there is no coercion, retaliation, intimidation, discrimination, or harassment directed against any individual who registers a complaint or who provides any relevant information in the course of the investigation.

Persons who engage in prohibited discrimination or harassment will be subject to appropriate discipline up to and including termination of employment, or termination of any relationship with The Foundation, if not an employee.

**ADOPTED BY RESOLUTION OF THE BOARD OF DIRECTORS OF THE JOSEPH JAMES MORELLI LEGACY FOUNDATION ON JANUARY 15, 2019.**