

## **USA Climbing Anti-Discrimination Policy**

### Overview

All athletes, coaches, volunteers, Board of Directors members, Officers, employees, and contractors (referred to hereafter as “Applicable Individuals”) are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur.

### Organizational Expectations

USA Climbing strives to create and maintain an environment in which people are treated with dignity, decency and respect. The environment of the organization should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. USA Climbing will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and continuous education, USA Climbing will seek to prevent, correct and discipline behavior that violates this policy.

USA Climbing provides an equal opportunity to athletes, coaches, trainers, managers, administrators and officials to participate without discrimination on the basis of race, gender, disability, color, religion, gender identity, sexual orientation, age, or national origin.

Appropriate disciplinary action will be taken against any Applicable Individual who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, or termination.

Managers and supervisors who knowingly allow or tolerate discrimination, harassment or retaliation, including the failure to immediately report such misconduct to CEO, are in violation of this policy and subject to discipline.

Discrimination of this kind may also be strictly prohibited by a variety of federal, state and local laws, including Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967 and the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws and additional organizational policies adopted by the International Federation of Sport Climbing and the USOPC.

### Policy Owner

Further questions regarding Equal Opportunity shall be directed to the CEO of USA Climbing.