



NON-DISCRIMINATION POLICY

The Society of St. Andrew, Inc. is committed to the principle that all persons shall have equal access to programs, facilities, services, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by applicable laws.

The Society of St. Andrew, Inc. (SoSA) prohibits discrimination, harassment and bullying against any person because of age, ancestry, color, disability or handicap, national origin, race, religion, gender, sexual orientation, gender identity, appearance, matriculation, political affiliation, marital status, veteran status or any other characteristic protected by law.

The Society of St. Andrew, Inc. expects that its employees, volunteers, board members, and other constituents of The Society of St. Andrew, Inc., whenever and wherever those individuals are conducting SoSA business or participating in SoSA events or activities, shall maintain an environment free of discrimination, including harassment, bullying, or retaliation.

For more information or to register a violation of this policy, contact:
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