



## **Chattanooga Pride Board Policy on Diversity and Inclusion**

### **Policy Statement**

The Chattanooga Pride Board is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our community here in Chattanooga is the greatest asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our community invests in each other represents a significant part of not only our culture but our reputation and board's achievement as well.

The Chattanooga Pride Board embraces and encourages our community's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio economic status, veteran status, and other characteristics that make our community unique.

The Chattanooga Pride Board's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection of Executive Board Members and Chairpersons; social and recreational events held in and for the community; and the ongoing development of a community built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all people.
- Teamwork and community participation, permitting the representation of all groups and community perspectives.
- Executive Board members contribute to the communities we serve to promote a greater understanding and respect for diversity.

All board members of the Chattanooga Pride Board and community members have a responsibility to treat others with dignity and respect at all times.

All board members and community members are expected to exhibit conduct that reflects inclusion during work in the community, at community functions, and all other board-sponsored and participative events.

Any board members or community members found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

discrimination that conflicts with the Chattanooga Pride Board diversity policy and initiatives should seek assistance from a supervisor such as the elected Chattanooga Pride Board. Should the perpetrator be a board member in question, the perpetrator will be removed until all claims have been investigated and the remaining board members will resume the investigation.

## **Reporting and Investigation Process**

If any person finds an issue with someone affiliated with the Chattanooga Pride Board, involving discrimination of any kind, the board will act on the issue promptly and professionally. The steps below outline our steps after a claim is filed with the board:

1. File a complaint with the Chattanooga Pride Board verbally or in writing
  - a. Complaints will be treated as confidential
  - b. The Chattanooga Pride Board and federal law prohibit any form of retaliation against somebody claiming discrimination
    - i. In the event a board member is the perpetrator, said will be removed until all claims have been investigated.
2. Once a formal complaint is made, the investigation will be conducted confidentially and discreetly as far as possible without hampering the investigation.
  - a. Complaints will be investigated by the Chattanooga Pride Board
  - b. A complainant will be kept informed at all stages of the investigation and resolution, and at all times throughout the investigation, the alleged offender and/or complainant may have legal counsel as their representative.

Necessary steps in investigating include:

- Informing the alleged offender of the complaint
- Providing disclosure of the nature of the complaint to the alleged offender and inviting the alleged offender to provide a response
- Interviewing all witnesses and obtaining such evidence that is relevant to the complaint
- Reviewing the investigation findings with the complainant and the alleged offender and receiving any other information
- Work with the complainant to ensure an acceptable and appropriate outcome is achieved

Upon completion of the investigation, the investigator should immediately communicate their findings to the complainant and the alleged offender.

Upon receiving the findings of the investigation, the Chattanooga Pride Board will communicate the findings and intended actions to the complainant and the alleged offender.

If the Chattanooga Pride Board determines no discrimination has occurred, this find will be communicated to the complaint.

If the Chattanooga Pride Board finds discrimination has occurred, the perpetrator will be subject to discipline (see policy statement).

Valley Pride will cease and will await a verdict by the court of law. The perpetrator will be asked to have no interaction with the Chattanooga Pride Board until a verdict has been made, where the Chattanooga Pride Board will then decide the necessary steps to take moving forward.

### **Definitions of Terminology**

**Diversity** - The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

**Equity** -The quality of being fair and impartial

**Inclusion** - The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.