

32nd District Agricultural Association
Board Policies

4.11 District Responses to Acts of Hate and Discrimination

Date Adopted/Last Revised: Month #, 20XX

Note: Capitalized terms not otherwise defined in this Board Policy have the meanings set forth in the Definitions section of Board Policy 1.01. Should any provision in this policy contradict any provision of California law, California law shall control.

Purpose

As part of the 32nd DAA's values and ethics, it is critical to affirm—in policy and actions—that any act of hate or discrimination is not tolerated. The 32nd DAA recognizes the need to have in place a clearly defined policy that outlines the organization's response to these types of acts.

Policy

In accordance with the 32nd DAA's values and ethics (see Chapter 2), the 32nd DAA strives to foster an environment where all staff and stakeholders are included, and differences and commonalities are celebrated. It is the policy of the 32nd DAA that acts of hatred and discrimination are antithetical to its principles and will not be tolerated. Furthermore, the 32nd DAA opposed all forms of discrimination on the basis of race, creed, national origin, ancestry, religion, age, disability, political affiliation, gender, sexual orientation, gender identity and/or expression, or marital, parental or military status; affirms our commitment to inclusion, diversity, and equality.

Procedure

In the event of an act of hatred or discrimination that 1) involves 32nd DAA staff or Board Members, and/or 2) takes place on 32nd DAA property, and/or 3) takes place during an 32nd DAA-sponsored event or program, the Board Member and any involved staff members will follow the reporting and investigation procedures outlined in Policy 2.05: Reporting Unethical Behavior.

In addition, the Board Chair has the authority and responsibility to issue a public statement as soon as practically feasible. The only exception to this guideline is under circumstances where a public statement could cause further damage to target(s) of the incident or impact an active investigation. The public statement will reiterate the values, ethics, and commitment of the 32nd DAA to a workplace and community free from hatred and discrimination. If relevant, the public statement may also address mitigation or response activities the 32nd DAA is taking in relation to the incident.

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