

Friends of Fitzgerald Marine Reserve

Nondiscrimination Policy

Adopted by the Board of Directors on: October 14, 2026

Next review date: October 14, 2029

1. Purpose

Friends of Fitzgerald Marine Reserve (FFMR) exists to protect and share the Reserve with everyone. We believe the tidepools belong to all of us, and that our work is stronger when the people who teach, volunteer, lead and visit reflect the full diversity of our community. This policy sets out FFMR's commitment to treating every person fairly and with respect.

2. Policy Statement

FFMR does not discriminate on the basis of race, color, religion or creed, national origin, ancestry, citizenship, sex, gender, gender identity, gender expression, sexual orientation, age, physical or mental disability, medical condition, genetic information, pregnancy, childbirth or related medical conditions, marital or family status, military or veteran status, or any other characteristic protected by federal, state or local law.

This applies to all FFMR activities, including:

- Selection, training and assignment of docents and other volunteers
- Election and appointment of Board members and officers
- Hiring, compensation and treatment of any employees or contractors
- Membership
- Educational programs, school visits, tidepool walks and public events
- Acceptance of donations and recognition of donors
- Selection of vendors, grantees and partners

3. Who This Policy Covers

This policy applies to FFMR Board members, officers, employees, docents, volunteers, members and contractors when acting on behalf of FFMR. It protects anyone who participates in, applies to, or is served by FFMR's programs.

4. Harassment

FFMR does not tolerate harassment of any person based on the characteristics listed in Section 2. Harassment includes unwelcome conduct, comments, jokes, images or physical contact that create an intimidating, hostile or offensive environment. This applies in person, online and in written communications.

Sexual harassment is specifically prohibited. This includes unwelcome sexual advances, requests for sexual favors, and other verbal, physical or visual conduct of a sexual nature, whether or not it is linked to any decision about a person's role, assignment or participation in FFMR activities.

5. Accessibility and Reasonable Accommodation

FFMR will make reasonable efforts to make its programs and volunteer opportunities accessible to people with disabilities. Anyone needing an accommodation to participate may contact any Board officer. We recognize that the Reserve's natural terrain limits some access, and we will work with individuals to find practical alternatives where we can.

6. Reporting Concerns

Anyone who believes they have experienced or witnessed discrimination or harassment connected to FFMR may report it to:

- The Board President, or
- Any other Board officer, if the concern involves the President

Reports may be made verbally or in writing. The Board will review every report promptly and fairly, keep it as confidential as practical, and take appropriate action. Actions may include a conversation, a written warning, removal from a volunteer role, or removal from the Board in line with FFMR's Bylaws.

Anyone accused of a violation will be told the nature of the concern and given a fair opportunity to respond before the Board reaches any conclusion. Board members with a personal conflict in a matter will step aside from its review.

7. No Retaliation

FFMR prohibits retaliation against anyone who reports a concern in good faith or takes part in a review. Retaliation will itself be treated as a violation of this policy.

8. Communication of This Policy

This policy will be:

- Posted on the FFMR website
- Included in docent training materials and new Board member orientation
- Provided to funders on request

9. Review

The Board will review this policy at least every three years, or sooner if the law or FFMR's operations change.

Adopted by resolution of the Board of Directors of Friends of Fitzgerald Marine Reserve on October 14, 2026.