

Girlstart Policies on Anti-Discrimination

Girlstart is an organization committed to equity and accessibility. Our anti-discrimination policies can be found on our website at www.girlstart.org/get-in-touch, and are outlined here. Should you have questions or issues with our anti-discrimination policies and practices, we urge you to let us know so that we can promptly resolve the situation. Our Section 504 Coordinator is Jodi Hayes, (1400 West Anderson Lane, Austin, Texas 78757, phone 512-916-4775, email Section504Coordinator@Girlstart.org). Our Title IX Coordinator is Jodi Hayes, (1400 West Anderson Lane, Austin, Texas 78757, phone 512-916-4775, email TitleIXCoordinator@Girlstart.org).

Statement of Inclusiveness and Anti-Discrimination

Girlstart prohibits discrimination against current or prospective employees, volunteers, or program participants on the basis of race, color, religion or creed, gender, age, weight, height, sexual orientation, marital status, national origin, disability or other characteristic protected by law.

Girlstart is firmly committed to a policy of equal opportunity in all aspects of employee and program participant relations, including employment, salary administration, employee development, promotion and transfer.

Girlstart prohibits discrimination of the foregoing characteristics all aspects of its programs and activities, Girlstart is firmly committed to a policy of equal opportunity in all aspects of its mission to advance STEM education for girls.

Anti-Harassment Statement and Policies

Girlstart is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Therefore, Girlstart expects that all relations among staff and board will be business-like and free of bias, prejudice and harassment. No member of this organization is exempt from this policy.

Harassment/discrimination is a form of unlawful discrimination that includes all types of physical or verbal conduct, which shows hostility toward a person because of that person's race, color, religion or creed, gender, national origin, age, disability, sexual preference, or inherited genetic traits. This physical or verbal conduct constitutes harassment/discrimination if it is intended to or creates a hostile, intimidating or offensive working environment, unreasonably interferes with a person's work performance, or otherwise adversely impacts the terms, conditions or opportunities of a person's employment.

Harassment/discrimination may include a range of subtle and not so subtle behaviors and may involve individuals of the same or different gender and includes Girlstart employees, vendors, and clients. Girlstart encourages the immediate reporting of all perceived incidents of harassment/discrimination regardless of the offender's identity or position. Any reported allegations of harassment, discrimination, or retaliation will be investigated promptly. Confidentiality will be maintained throughout the investigation process to the extent consistent with adequate investigation and appropriate corrective action.

Retaliation against an individual for reporting harassment/discrimination or for participating in an investigation of a claim is a serious violation of this policy and, like harassment/discrimination itself, will be subject to disciplinary action.

Whistleblower Policy

It is the intent of Girlstart to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. If any employee or volunteer reasonably believes that some policy, practice, or activity of Girlstart is in violation of law, a written complaint must be filed by that employee with the Executive Director or the Board Chair. The support of all employees and volunteers are necessary to achieving compliance with various laws and regulations.

An employee or volunteer of Girlstart is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Girlstart and provides the Girlstart with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

Girlstart will not retaliate against an employee or volunteer who, in good faith, has made a protest or raised a complaint against some practice of Girlstart, or of another individual or entity with whom Girlstart has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Girlstart will not retaliate against employees or volunteers who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Girlstart that the employee or volunteer reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.