

TEXAS ORCHESTRA DIRECTORS ASSOCIATION

Non-Discrimination, Equal Opportunity and Sexual Harassment Policy

2015


Texas Orchestra Directors Association (TODA) is committed to an educational and working environment that provides equal opportunity to all members of the association. In accordance with federal and state law, TODA prohibits unlawful discrimination, including harassment, on the basis of race, color, religion, national origin, gender, including sexual harassment, age, disability, citizenship, and veteran status. Discrimination on the basis of sexual orientation, gender identity, or gender expression is also prohibited pursuant to TODA policy.

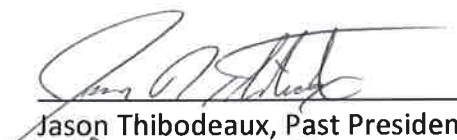
It is the policy of the TODA Board of Directors, consistent with its efforts to foster an environment and organization of respect for the dignity and worth of all our members, that sexual harassment of members, vendors or contract employees is unacceptable and will not be tolerated.

Sexual harassment is a form of sex discrimination. It occurs in a variety of situations that share a common element: the inappropriate introduction of sexual activities or comments into the work or learning situation. Often, sexual harassment involves relationships of unequal power and contains elements of coercion – as when compliance with requests for sexual favors becomes a criterion for receiving benefits. However, sexual harassment may also involve relationships among equals, as when repeated sexual advances or demeaning verbal behavior have a harmful effect on a person’s ability to work or participate in the organization’s learning and social activities.

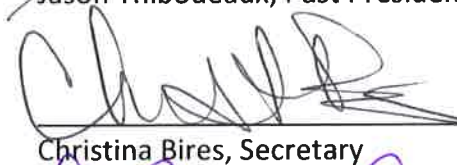
For general policy purposes, sexual harassment may be described as unwelcome sexual advances, requests for sexual favors, and other physical conduct and expressive behavior of a sexual nature where: 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or education; 2) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting that individual; or 3) such conduct has the purpose or effect of substantially interfering with an individual’s professional performance or social behavior or creating an intimidating, hostile or demeaning environment.

TODA has a process by which complaints of discrimination and/or sexual harassment will be addressed. A thorough written account of the complaint/incident shall be submitted to the TODA Office, addressed to the President of the TODA Board. Designated board member(s) will meet with the parties involved to vet the situation and make a determination for follow-up action. All complaints will be reviewed and addressed. Consequences will be determined and could include termination of TODA membership.

 9.14.15
Sandra Vandertulip, President Date

 9/14/15
Jason Thibodeaux, Past President Date

 9/14/15
Lamar Smith, VP Treasurer Date

 9-14-15
Christina Bires, Secretary Date

 9/14/15
Sixto Elizondo IV, Member At Large Date

 9.14.15
Sharon Lutz, Executive Director Date