



Rochester & Genesee Valley Railroad Museum

**ANTI-DISCRIMINATION
POLICY**

ADOPTED FEBRUARY 4, 2021

R&GVRRM Anti-Discrimination Policy

Rochester & Genesee Valley Railroad Museum does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its membership, activities, or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Trustees, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services to museum visitors and customers.

Rochester & Genesee Valley Railroad Museum is an equal opportunity employer. We shall not discriminate and will not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.

If an employee or volunteer feels that he or she has been harassed or discriminated against as described in this policy, they should immediately report the matter to the Vice President (or his designee) through any verbal or written means. If that contact is not available, they should inform any other manager or supervisor. Timely reporting is encouraged to prevent the recurrence of, or otherwise prevent, the behavior outlined in this policy. Retaliation against any person associated with Rochester & Genesee Valley Railroad Museum who reports instances of harassment or discrimination is in violation of museum policies. All reported incidents are assumed to be made in good faith, and will be immediately investigated by the designees of the Board of Trustees. Any allegations proven false will be treated as a serious matter.

Any employee or volunteer engaging in behavior that violates this Anti-Discrimination Policy will be subject to disciplinary action, including possible termination of employment or membership, whether or not an actual law has been violated.

—Implementation of this Policy will be effective as of February 4, 2021.