



The Monterey Bay Holistic Alliance

"Your Health and Wellness Friends"

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MBHA FAIR AND EQUAL TREATMENT STATEMENT

The Monterey Bay Holistic Alliance (MBHA) believes in and is committed to the principle of equality of opportunity. The MBHA recognizes its responsibilities as an employer to encourage the fair treatment of all employees, volunteers, and job applicants and the benefits this brings to the MBHA and its employees.

While it is recognized that deep rooted misconceptions and prejudices are difficult to change, the policy will enable the MBHA to follow through this commitment and go above and beyond the relevant employment legislation.

The policy applies to all managers, committee members, volunteers, employees and prospective employees of the MBHA and is fully supported and endorsed by both the elected members of the Board of Directors, and the Executive Director.

We at the MBHA are committed to ensuring the fair and equal treatment of all employees, volunteers, and job applicants. We aim to ensure:

- No-one receives less favorable treatment on any grounds including age, sex, marital status, color, race, political or religious belief, disability, sexual orientation;
- There is no discrimination in employment and that decisions on recruitment, promotion, training and development, and terms and conditions are based solely on job related ability and merit;
- All Managers and employees accept their responsibilities for good equal opportunities practices and work together towards a positive approach and a culture of fairness and equal treatment for all.

We at the MBHA oppose all forms of discrimination, direct or indirect, and aim to eliminate discriminatory practice and promote measures to combat its effects

Responsibilities

The MBHA as an employer will:

- Promote equal opportunities in all aspects of employment;
- Ensure that all managers and employees are trained in their responsibilities regarding equal opportunities;
- Fully investigate all complaints of discrimination;
- Monitor the effectiveness of the policy and identify practices that maybe discriminatory.

Officers, employees, volunteers, and board members of the MBHA must:

- Adhere to the MBHA commitment to equality of opportunity in their work;
- Work together towards a culture of fairness and equal treatment for all;
- Not themselves or encourage others to practice discrimination;
- Advise management if they suspect that discrimination is taking place;
- Not victimize anyone who makes a complaint or aids a complainant

Claims of Discrimination

The MBHA will deal promptly and effectively with all allegations of discrimination in employment. All complaints by employees and volunteers will be addressed to the Executive Director. If the Executive Director is in question all complaints will be addressed to the President. Grievance procedures will be followed as stated in the *MBHA Grievance and Whistleblower Policy and Procedures*. All complaints of discrimination will be taken most seriously and disciplinary action may be taken against any participant.