

ANTI-HARASSMENT/DISCRIMINATION STATEMENT

Adopted: March 2018

The Sacramento Rainbow Chamber of Commerce is committed to championing the principles of equality, diversity and inclusion — in our organization, in our businesses and workplaces, and in our community. The Chamber opposes all forms of discrimination or harassment based on individuals' race, ethnicity, religion, country of origin, disability, age, gender identification, sexual orientation, or any other protected category. A diverse, open and tolerant business environment is beneficial for economic development, quality workforce recruitment, regional prosperity and individual wellbeing.

In accordance with these organizational ideals, Rainbow Chamber requires that its leadership, board, employees, contractors, representatives, and volunteers, as well as guests at Chamber events, act with respect and civility toward others at all times during the conducting of Chamber business, while representing the Chamber, or while participating in Chamber events.

While the Chamber is not involved in the internal management of its member businesses and organizations, the Chamber encourages all members to implement nondiscrimination and anti-harassment policies within their organizations that reflect these stated ideals.

The Chamber does not tolerate abusive treatment or harassing behavior, including non-consensual touching, verbal obscenities or hate speech, or unwanted sexual or romantic advances.

Reports of discrimination or harassment by a Chamber leader, member, contractor, representative, volunteer or guest on the basis of the categories listed above will be investigated in accordance with the process outlined by the Chamber's anti-discrimination policy or the process outlined in the Chamber Bylaws Article IV Code of Ethics.*

Chamber members found to be in violation under Article IV are subject to suspension of their membership.

To report any alleged violation of these guidelines or to file a formal complaint, contact Chamber President Diana DePaola, president@rainbowchamber.com or 916.266.9630; or the Chamber Business Manager, businessmanager@rainbowchamber.com or 916-266-9630; or submit in writing to Sacramento Rainbow Chamber of Commerce, Attention: Business Manager, P.O. Box 160126, Sacramento, CA 95816.

The Chamber board will make all possible efforts will be made to protect the confidentiality of the reporter or complainant; however, the board is unable to guarantee confidentiality.

FROM EXISTING CHAMBER BYLAWS:

*** Article IV – CODE OF ETHICS**

The Board of directors, is authorized, as herein provided, to suspend from membership for a period of not more than one (1) year, or expel from membership any member of this Chamber for good cause.

"Good Cause" means: (a) Conduct that brings the Chamber into public disrepute or violates the purpose for which this Chamber is formed. (b) Any willful failure or refusal to abide by the articles, bylaws, or rules of this Chamber. (c) Any willful failure or refusal to pay any assessments levied pursuant to the provisions of these bylaws. (d) Any willful failure or refusal to abide by the Code of Ethics. (e) Conviction of any felony or any crime involving moral turpitude. (f) The filing of any voluntary or involuntary petition in bankruptcy or making any assignment for the benefit of creditors, or the doing or performing of any act constituting bankruptcy or insolvency, if such act or petition or thing is not cleared up and released within thirty (30) days. (g) Any conduct that causes any member to come into public dispute. (h) Any conduct unbecoming of a professional person, or which causes severe embarrassment, either personally or in the business community, to any other member, or engaged in personal or professional misconduct or a breach of the Code of Ethics of this Chamber of such a serious nature as to render his/her continued presence as a member of the Chamber personally or professionally obnoxious or detrimental to the other members of the Chamber. (i) Any willful failure or refusal to pay any just debt which is validly due and owing by such member.

Definitions: (a) For "suspensions", all voting and other rights of the member during the term of his/her suspension are terminated, provided, however, that such member shall not be relieved of any liability for payment of dues or assessments falling due or levied during the period of their suspension. (b) On termination, the membership of the member in this Chamber is immediately and conclusively canceled, provided, however, that such member shall not be relieved of any liability for payment of any dues or financial obligations to Chamber, or the Rainbow Chamber Foundation accruing prior to the hearing on the charge against him/her as herein provided.

Procedure: The Board of directors shall review all violations of the "Good Cause" provisions of Article IV. Any and all alleged violations of the "Good Cause" provisions shall be in writing and addressed to the President, unless the President is the alleged violator, in which case the writing shall be addressed to the Vice President. The President shall forward a copy of the writing to the Board, immediately upon its receipt. (a) If the President is accused, he/she shall remove themselves from the investigation and the Vice President shall become the chairperson of the investigation. (b) If a member of the Board is the alleged violator, then that board member shall be removed from the investigation. (c) The Board shall abide by and be bound by the bylaws, with reference to the manner of conducting their investigation. A copy of the bylaws of the Chamber shall be made available to each board member and to the alleged violator. The members shall be afforded notice of and opportunity to respond, either in person or in writing to all charges made against that member in accordance with the requirements of the Corporations Code. (d) A simple majority vote of the Board is required to suspend or expel a member. The vote of the Board of directors shall be final and binding.

All rights of the subject member in the Chamber or in its property shall cease on his/her termination.