

# **Clark County Amateur Radio Club, Inc.**

## **Non-discrimination Policy**

The Clark County Amateur Radio Club, Inc. (CCARC), serving a diverse membership of amateur radio operators, shall operate in a manner that does not unlawfully discriminate on the basis of race, color, religion (creed), gender, age, national origin (ancestry), disability, marital status, sexual orientation (including gender identity or gender expression), military status or any other categories protected by federal or state law that is prohibited. This includes (but is not limited to) admission, membership, educational programs, operating policies or operational activities of the club.

The CCARC prohibits retaliation against any person because he or she opposed or complained about discrimination in good faith, assisted in good faith in the investigation of a discrimination complaint, or participated in a discrimination charge or other proceeding under federal, state, or local antidiscrimination law.

The CCARC will be continually alert to identify and correct any practices by individuals that are at variance with this policy and will thoroughly investigate instances of alleged discrimination and take appropriate corrective action if warranted.

The CCARC is committed to providing an all-inclusive and welcoming environment for all members of our club.

Approved 2 October 2014 by the CCARC Board of Directors