

## **Non-Discrimination Statement and Policy**

The Casino Chip and Gaming Token Collectors Club d/b/a The Casino Collectors Association (hereinafter “CCA”) 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 activities or operations. These activities include, but are not limited to, selection and termination of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members, including officers and volunteers.

## **Anti-Harassment Policy**

We are committed to providing an environment that is free from harassment. Harassment based upon an individual’s sex, sexual orientation, race, ethnicity, national origin, age, religion or any other legally protected characteristics will not be tolerated. All CCA members, including its officers and volunteers, are expected and required to abide by this policy. No person will be adversely affected by our organization as a result of bringing complaints of unlawful harassment.

Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include unwanted physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures.

## **Reporting Harassment**

If a CCA member feels that he or she has been harassed on the basis of his or her sex, sexual orientation, race, national origin, ethnic background, or any other legally protected characteristic they should immediately report the matter to the CCA Board of Directors, or any member thereof. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken, where appropriate. All complaints of unlawful harassment will be handled in as discreet and confidential a manner as is possible under the circumstances. The procedure for reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any CCA member to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.

## **Disciplinary Measures for Harassment**

Any CCA member engaging in improper harassing behavior will be subject to possible disciplinary action, as deemed appropriate by the CCA Board of Directors, including possible expulsion from the CCA. Not every instance of harassing behavior will warrant immediate expulsion from the CCA, but some may.