



**GIRLS RUGBY  
DIVERSITY, EQUITY, & INCLUSION  
STATEMENT  
&  
NON-DISCRIMINATION POLICY**

Updated February 14, 2023

# Girls Rugby Diversity, Equity, and Inclusion Statement

We started this organization with diversity and inclusion at the core. We believe that every child should have the opportunity to be a part of our family, no matter what their race, sexual orientation, gender identity, physical or mental ability, ethnicity, and perspective. We are committed to creating an environment where they feel that they belong. We welcome individuals to be a part of our mission and vision who can help us create opportunities for all individuals to lead and succeed. When they succeed, we succeed.

Statement available at [www.girlsrugbyinc.com/about](http://www.girlsrugbyinc.com/about)

## Girls Rugby Non-Discrimination Policy

It is the policy and commitment of Girls Rugby, Inc. that it does not discriminate on the basis of age, race, sexual orientation, gender identity, physical or mental ability, ethnicity, or perspective.

### **Equal Employment Opportunity**

Girls Rugby, Inc. is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of age, race, sexual orientation, gender identity, physical or mental ability, ethnicity, or perspective or otherwise as may be prohibited by federal and state law.

Any employee, board member, volunteer or community member who believes that they have been discriminated against is strongly encouraged to report this concern promptly to the Chief Executive Officer.

### **Discriminatory Harassment**

Harassment or intimidation of a community member, staff, or volunteer because of that person's age, race, sexual orientation, gender identity, physical or mental ability, ethnicity, or perspective is specifically prohibited and may be grounds for termination.

Harassment and intimidation includes abusive, foul or threatening language or behavior. Girls Rugby, Inc. is committed to maintaining a community that is free of any such harassment and will not tolerate discrimination against staff, volunteers, or community members.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Chief Executive Officer or Program Staff. The matter will then be reviewed and appropriate response taken.