

# Miraloma Park Improvement Club

## Anti-Discrimination and Anti-Harassment Guidelines

Approved by the MPIC Board of Directors February 2026

Miraloma Park Improvement Club (MPIC) is committed to maintaining an inclusive, respectful environment free from discrimination or harassment based on a person's age, race, color, creed, religion, sex, sexual orientation, national origin, disability, or any other protected class or characteristic established under applicable federal, state, or local law (collectively known as the "protected groups").

All officers, directors, employees, volunteers, third-party contractors, and participants in MPIC activities are expected to respect the rights, opinions, and beliefs of others. Harassment or discrimination against any individual based on protected groups is strictly prohibited. This policy applies to everyone connected with MPIC, and the organization will not condone, permit, or tolerate such behavior in any context related to MPIC service or activities.

Sexual harassment is a form of illegal sex discrimination and includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that is personally offensive or interferes with an individual's ability to work or participate fully. Such conduct is unlawful when it affects employment decisions, is made a condition of involvement, or creates an intimidating, hostile, or offensive environment.

Individuals who believe they have been subjected to discrimination or harassment as described or have questions about whether certain conduct is unlawful should immediately contact the MPIC President at [mpicpresident@gmail.com](mailto:mpicpresident@gmail.com) or via phone at 415-322-0211. Additional MPIC contacts can be found on the [MPIC website](#). This is particularly important in cases involving sexual harassment where there can be uncertainty about what is unlawful conduct.

MPIC officers, directors, employees, volunteers, 3<sup>rd</sup> party contractors and persons participating in MPIC activities who receive complaints of discrimination or harassment or who are made aware of conduct that may constitute discrimination or harassment must immediately notify the MPIC President at [mpicpresident@gmail.com](mailto:mpicpresident@gmail.com) or via phone at 415-322-0211.

All complaints will be investigated promptly, and the existence of a complaint will be disclosed only to the extent necessary to make a prompt and thorough investigation or to take appropriate corrective measures. In all cases, the person who initiated the complaint will be informed of the findings and disposition of the matter at the conclusion of the investigation. Management will ensure that there is no coercion, retaliation, intimidation, discrimination or harassment directed against any individual who registers a complaint or serves as a witness on behalf of another individual.

Persons who engage in prohibited discrimination or harassment will be subject to appropriate discipline up to and including termination of officer, director, employee, volunteer or 3<sup>rd</sup> party contractor status with MPIC.