

APPENDIX B: BLUE RIDGE BICYCLE CLUB, INC. NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

ARTICLE I - POLICY

It is the policy of Blue Ridge Bicycle Club, Inc. (herein after referred to as "Corporation") to provide equality of opportunity in all of its activities and programs. Accordingly, the Corporation does not practice or condone unlawful discrimination in any form against members, directors, employees or others on the grounds of race, color, religion, creed, sex, national origin, age, disability, veteran status or sexual orientation.

Discrimination based upon race, color, religion, creed, sex, national origin, age, disability, veteran status, or sexual orientation is in violation of federal and state law and Corporation policy, and will not be tolerated.

Retaliation against any person complaining of discrimination is in violation of federal and state law and Corporation policy, and will not be tolerated.

Harassment based upon race, color, religion, creed, sex, national origin, age, disability or veteran status is a form of discrimination in violation of federal and state law and Corporation, and will not be tolerated.

The Corporation will respond promptly to all complaints of discrimination and retaliation. Violation of this policy can result in serious disciplinary action up to and including expulsion for members and directors or discharge for employees.

Disciplinary action for violations of this policy will be the responsibility of the Officers of the Corporation.

ARTICLE II - DEFINITIONS

Discrimination is unequal and unlawful treatment based upon race, color, religion, creed, sex, national origin, age, disability, veteran status or sexual orientation.

Retaliation is conduct causing any interference, coercion, restraint or reprisal against a person complaining of discrimination or participating in the resolution of a complaint of discrimination.

Harassment is unwelcome conduct, based upon race, color, religion, creed, sex, national origin, age, disability, veteran status or sexual orientation that creates a hostile environment.

ARTICLE III - VIOLATIONS OF POLICY

Any individual with a concern, grievance or complaint of discrimination, retaliation or harassment should appeal directly to the Officers of the Corporation for redress.