

Voices Unhidden™

Anti-Discrimination & Equal Access Policy

Purpose

Voices Unhidden™ is committed to providing a safe, respectful, and inclusive environment for all individuals who engage with our organization, programs, educational materials, volunteers, advocacy efforts, and community initiatives.

Our organization recognizes that technology-facilitated harassment and stalking (TFHS) can affect individuals from all backgrounds and experiences. We are committed to ensuring that all individuals are treated with dignity, fairness, and respect.

Non-Discrimination Statement

Voices Unhidden™ does not discriminate on the basis of race, color, national origin, ethnicity, ancestry, religion, sex, gender, gender identity, gender expression, sexual orientation, age, disability, marital status, military status, genetic information, socioeconomic status, or any other protected characteristic under applicable law.

This policy applies to all organizational activities, including but not limited to:

- Volunteer participation
- Community engagement
- Educational programs
- Advocacy initiatives
- Training events
- Public communications
- Partnerships and collaborations
- Online and digital interactions

Equal Access Commitment

Voices Unhidden™ is committed to providing equal access to available educational resources, advocacy information, and community support opportunities whenever reasonably possible.

We strive to create an environment where individuals feel safe seeking information and support without fear of discrimination, ridicule, harassment, retaliation, or exclusion.

Anti-Harassment & Respectful Conduct

Voices Unhidden™ prohibits harassment, intimidation, bullying, retaliation, or discriminatory behavior within organizational spaces, programs, communications, or events, including digital and online environments.

This includes:

- Targeted harassment
- Threatening conduct
- Hate speech
- Discriminatory remarks
- Retaliation against individuals who raise concerns
- Attempts to weaponize organizational spaces for interpersonal conflicts or online disputes

All volunteers, team members, participants, and collaborators are expected to engage respectfully and professionally.

Accessibility & Accommodation

Voices Unhidden™ will make reasonable efforts to provide accessible participation opportunities and accommodations whenever feasible and appropriate.

Individuals requiring accommodations may contact the organization directly to discuss reasonable support options.

Reporting Concerns

Individuals who believe they have experienced discrimination, harassment, or retaliation within organizational activities may report concerns directly to Voices Unhidden™ leadership for review.

Reports will be evaluated respectfully, objectively, and in accordance with organizational policies and applicable law.

Organizational Rights & Limitations

Voices Unhidden™ reserves the right to:

- Limit or revoke participation in organizational spaces or activities when conduct becomes abusive, disruptive, threatening, retaliatory, or inconsistent with the organization's mission and policies;
- Decline involvement in interpersonal social media disputes unrelated to the organization's mission;
- Maintain boundaries necessary to protect volunteers, participants, and organizational integrity.

Policy Review

This policy may be updated periodically as Voices Unhidden™ grows and expands its educational, advocacy, and community support initiatives.