1. **Purpose**

   To set the organizational guidelines for engagement of all individuals relative to the activities of the organization.

2. **Scope**

   This policy covers staff, volunteers, board members, teaching artists, and students.

3. **Policy**

   CCE 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; hiring and firing of staff and teaching artists, selection of board members, selection of volunteers, selection of vendors, and provisions of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, students, volunteers, subcontractors, and vendors.

4. **References**

   Richard Male and Associates

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**Adopted by the Board of Directors November 2012**