

Non-Discrimination Policy Acknowledgment Form

Peer2Peer Recovery is dedicated to creating a safe, inclusive, and respectful environment for all individuals involved in our programs. As a staff member or volunteer, I agree to uphold and actively promote Peer2Peer Recovery's commitment to non-discrimination, inclusivity, and mutual respect in all interactions with clients, colleagues, and the community.

Non-Discrimination and Inclusivity Standards

By signing this acknowledgment, I agree to the following standards and expectations:

1. Respect for Diversity and Equality

- I will treat all clients, staff members, volunteers, and community partners with equal respect, dignity, and fairness, regardless of characteristics such as race, ethnicity, religion, gender identity, sexual orientation, age, disability, marital status, veteran status, or other protected characteristics.
- I understand that respect for diversity means actively listening to others, valuing different perspectives, and seeking to understand the unique experiences of each individual.

2. Zero Tolerance for Discrimination or Harassment

- Peer2Peer Recovery prohibits discrimination, harassment, bullying, and any other behavior that demeans, threatens, or harms others based on their personal characteristics or beliefs.
- I commit to maintaining a professional and supportive environment, free from any form of verbal, physical, or psychological harassment. This includes refraining from behaviors such as:
 - Making offensive or derogatory comments related to any protected characteristic.
 - Engaging in exclusionary practices or favoritism based on personal biases.
 - Any unwelcome verbal or physical conduct that creates an intimidating or hostile environment.

3. Promotion of an Inclusive Environment

- I am committed to fostering an inclusive and welcoming atmosphere at Peer2Peer Recovery. This includes:
 - Encouraging open communication, where clients and colleagues feel safe to express themselves and share their experiences.
 - Being mindful of cultural sensitivities, recognizing that each individual's background shapes their perspectives and needs.
 - Supporting inclusive practices that empower everyone to participate fully in programs, services, and organizational activities.

4. Active Support for Non-Discrimination Policies

- I understand that I am responsible for upholding Peer2Peer Recovery's Non-Discrimination Policy and for promoting its values in all professional interactions.
- If I witness any behavior that violates this policy, I agree to address it respectfully if appropriate or report it to a supervisor or the Non-Discrimination Officer.
- I am aware that Peer2Peer Recovery encourages a supportive reporting environment and that all reports will be handled with confidentiality and professionalism.

5. Reporting Discrimination, Harassment, or Bullying

- I understand that I am encouraged to report any instance of discrimination, harassment, bullying, or any behavior that goes against Peer2Peer Recovery's values. Reports can be made in the following ways:
 - **Direct Reporting:** Speaking directly with a supervisor, program coordinator, or the designated Non-Discrimination Officer.
 - **Anonymous Reporting:** If desired, I can submit a report anonymously, understanding that Peer2Peer Recovery will address all complaints seriously.
- **Non-Retaliation Policy:** I understand that Peer2Peer Recovery strictly prohibits retaliation against any individual who, in good faith, reports an incident of discrimination, harassment, or policy violation. Retaliation will be treated as a serious violation and handled accordingly.

6. Consequences for Non-Compliance

- I understand that failure to comply with this Non-Discrimination Policy may result in corrective actions, including but not limited to:
 - Verbal or written warnings.
 - Mandatory retraining or mediation sessions.
 - Suspension or termination of employment or volunteer role, based on the severity of the violation.
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