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**GOSUMEC  
FOUNDATION  
USA**

## **Anti-Discrimination and Harassment Policy**

### **Objective:**

To create a safe, inclusive, and equitable environment for all members associated with GOSUMEC Foundation USA, free from any form of discrimination or harassment.

### **Policy Statements:**

#### **1. Zero Tolerance Stance:**

- GOSUMEC Foundation USA maintains a strict zero-tolerance policy for discrimination or harassment of any kind based on race, gender, religion, sexual orientation, disability, or age.

#### **2. Reporting Mechanisms:**

- A confidential reporting process is in place to handle complaints securely and anonymously if desired.
- Reports can be submitted to designated board members or anonymously through a secure online form.

#### **3. Investigation Procedures:**

- All claims are investigated promptly and thoroughly, maintaining confidentiality.
- Findings are presented to the Board of Directors for resolution and corrective action.

#### **4. Protection Against Retaliation:**

- No individual reporting an incident in good faith will face retaliation.

#### **5. Periodic Reviews:**

- Annual reviews for board members and staff on equity, diversity, and harassment prevention.

