



AMERICORPS Project Ayuda Non-Discrimination Policy



Paradise Valley Community College/AmeriCorps Project Ayuda does not discriminate in program admission based on race, color, sexual orientation, military discharge, sex, national origin, age, disability, or any other characteristic unrelated to the ability to perform the essential functions or basic tenets of Project Ayuda AmeriCorps Program, or any bona fide occupational qualifications.

Project Ayuda AmeriCorps Program is founded and rooted in the tradition of the Maricopa County Community College District. This tradition is the foundation of the **Project Ayuda AmeriCorps Program** and individuals of all perspectives are welcome to apply.

Project Ayuda AmeriCorps Program will make reasonable accommodations for qualified individuals with known disabilities, as long as the accommodation does not impose an undue hardship on **Project Ayuda AmeriCorps Program**. This policy governs all aspects of the program, including selection, placement assignment, compensation, and access to benefits and training.

Project Ayuda AmeriCorps Program makes every effort to ensure that its placement agencies and partner sites have similar non-discrimination policies. Any member with questions or concerns about any type of discrimination in their placement workplace is encouraged to bring these issues to the attention of their immediate supervisor, superior, and/or Program Director. If the placement agency is found to be engaging in such activities, removal of current member(s) and denial of future members at that agency can result.

Discrimination on the part of fellow **Project Ayuda AmeriCorps Program** members will also not be tolerated. Anyone found to be engaging in any type of unlawful or harassing discrimination will be subject to disciplinary action, up to and including dismissal from the program.

Project Ayuda AmeriCorps Program will not tolerate harassment of any kind. Harassment includes threatening or insinuating that the refusal to submit in sexual advances will adversely affect admission or program benefits. Harassment may also include conduct such as unwanted sexual flirtation or touches; abusive or degrading language; graphic or suggestive comments; or displaying inappropriate objects or pictures. Any member who believes that he or she has been subject to harassment of any kind, or who has knowledge about harassment of others, should report the harassment to an immediate supervisor, superior, and/or Program Director. Any member who is found to have engaged in harassment will be subject to appropriate discipline up to and including expulsion from **Project Ayuda AmeriCorps Program**.