

**California Association of Latino
Superintendents and Administrators**

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APPROVED February 5, 2023

CALSA NON-DISCRIMINATION POLICY

The California Association of Latino Superintendents & Administrators ("CALSA") is a professional association of educational leaders that engages all of its members, invited attendees and participants, and supporters, partners, vendors (hereinafter "supporters") and CALSA's employees, contracted staff, and volunteers, in a safe, diverse, inclusive, welcoming and belonging environment at all of our meetings, programs, activities and events. CALSA strives toward a culture of diversity, equity, inclusion and belonging that is free from discrimination and harassment.

CALSA prohibits discrimination based on race, national origin, ancestry, color, mental or physical disability, religion, gender, sexual or affectional orientation, gender identity, appearance, age, or any other characteristic protected by law, in any of its activities, events, programs or operations. These activities include, but are not limited to, the election, appointment to and termination of members from its Board of Directors, employment practices, membership, selection and participation in signature programs, (i.e. Mentoring Program, Women's Leadership Network), selection of speakers and presenters, selection of volunteers, engagement with and selection of vendors, partners, supporters and in collaboration with other organizations/ companies that advance CALSA's mission and goals.

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, may result from physical, verbal, nonverbal, or written conduct based on any of the characteristics listed above.

Discrimination against or harassment of CALSA members, invited attendees and participants, supporters, and its employees and contracted staff by anyone at our events and activities undermines professional norms that promote scholarly exchange and professional development. Such conduct is contrary to the lawful behavior and conduct our members are responsible to prevent in their workplaces to achieve and maintain learning and working environments free of discrimination and harassment for children, families and the educators and staff that serve them.

All attendees including their employees, agents, volunteers, as well as CALSA Board Members, members, employees, contractors and their agents at these events and activities are required to adhere to CALSA's non-discrimination and harassment policy. In aspiring to create a community of belonging and the feeling of "*Familia*," CALSA acknowledges that members, attendees, and invited participants do bring guests with them, including spouses, significant others, children, non-CALSA member co-workers, and friends. However, CALSA members, employees, contracted staff, invited participants, and registered supporters who invite their own guests to a CALSA event or activity, must ensure their guests are aware of and adhere to CALSA's non-discrimination and harassment policies.

Accordingly, CALSA reserves the right to revoke or suspend membership, remove directors from the Board, discipline employees, discontinue volunteer services, terminate agreements

with supporters, deny access and /or participation to events, programs and/or activities to anyone who violates CALSA's non-discrimination and harassment policy in connection with any CALSA, event, meeting, or transaction, regardless of their status as a member, member of the Board of Directors, employed, contracted or volunteer staff, supporter, partner, vendor, as well as deny registration to or continued attendance at any event or activity to any paid or unpaid, registered or not registered, attendee, participant or guest of any of these individuals or entities. Such actions will be determined by the Board in its sole discretion. Additionally, the Board delegates authority to its Executive Director(s), or designee, in consultation with the Board President and/or legal counsel, to take any reasonable and immediate mitigating steps to deter and/or prevent any further or potential discrimination or harassment, before the Board is informed of the circumstance and takes effective action commensurate with the severity of the offense.

Thus, CALSA members, supporters and all others participating in CALSA events, programs, and activities are asked to proactively help maintain our established culture of respect in which all individuals feel welcome and included. A positive culture will provide the best environment for professional development. We ask that all individuals participating and attending CALSA programs, events, and activities be aware of situations, actions or language that may have the effect of making others feel unwelcome or disrespected. We encourage all participants to be reflective about their conduct and language and to strive to ensure that their biases, both explicit and implicit, are not contributing to an environment that may be perceived by some as discriminatory, harassing, hostile or intimidating to others.

Members, invited attendees and supporters who believe they have been subjected to any kind of discrimination that conflicts with the CALSA's Non-Discrimination and Non-Harassment policy at any event, program or activity related to a CALSA initiative may seek assistance from any Executive Officer of the CALSA Board or Executive Director(s).

Approved February 5, 2023