



**Villages Honor Flight, Inc.  
Policy B-08  
Discrimination Policy**

**Article 1: Purpose:**

It is the policy and commitment of Villages Honor Flight that it does not discriminate on the basis of race, age, color, sex, national origin, physical or mental disability, religion or otherwise as may be prohibited by federal and state law.

**Article 2: Definition:**

Harassment or intimidation of a Villages Honor Flight volunteer because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for exclusion from the organization. Harassment and intimidation includes abusive, foul or threatening language or behavior. Villages Honor Flight is committed to maintaining an organization that is free of any such harassment and will not tolerate discrimination against anyone involved with the organization.

**Article 3: Reporting and Investigation:**

Any individual who believes that they have been subject to discrimination should report the incident to one of the individuals identified in the appropriate Villages Honor Flight Hub procedure.

All incidents will be taken seriously and the informant will be treated with respect and in confidence. No one will be victimized for making such a complaint. All allegations of discrimination will be promptly investigated. Any person found to have discriminated against another will face disciplinary action, up to and including exclusion from the organization.

The Villages Honor Flight Hub will maintain procedures which will facilitate the immediate investigation and resolution of all complaints