

Anti-discrimination Policy

Adopted March 23, 2003
Revised July 4, 2012



The International Trombone Association prohibits discrimination against employees based on any legally protected classification such as race, color, national origin, sex, sexual orientation, pregnancy, maternity or family status, age, religion or creed, marital status, or disability. Similarly, the ITA prohibits its employees from discriminating in provision of services against anyone based on any legally protected classification.

These policies and provisions contained here apply to every aspect of the association's programs, practices, and activities.

Specifically, no person within the ITA will intentionally commit any of the following acts for reasons prohibited by this policy:

- discriminate in the recruitment, hiring, training, compensation, benefits, promotion, transfer termination, lay off, reduction in workforce, or any other terms or conditions of employment
- make any comments or display or distribute any materials that constitute unlawful harassment based on an individual's membership in a legally protected class
- deny a person any service, other program benefits, or financial aid based on the individuals legally protected classification

An ITA employee who has become aware of violations of this provision has the affirmative obligation to report the conduct to their immediate supervisor, or if the supervisor is engaged in the conduct, to another member of the management team.