

**California Creativity Association
Antidiscrimination
Policy**

Version 2.0

Effective: August 11, 2018

Purpose of the policy

California Creativity Association, DBA California Destination Imagination (CalDI), administers the Destination Imagination (DI) Program in California. CalDI recognizes the importance of providing an inclusive nondiscriminatory environment for students, volunteers and staff to fulfill its Mission. This policy delineates CalDI's expectation of a program free from discrimination in any form.

Policy statement

CalDI prohibits discrimination against staff, employees, volunteers and team members involved in its program based on any legally protected classification. Similarly, CalDI prohibits its staff, employees, volunteers and team members from discriminating in provision of services against anyone based on any legally protected classification.

Definitions

Executive Director: Person(s) in charge of administering the DI Program in California

Detailed policy statement

CalDI prohibits discrimination based on any legally protected classification including but not limited to race, color, national origin, gender, sexual orientation, pregnancy, maternity or family status, age, religion or creed, marital status, disabled veterans status, Vietnam-era status, or disability.

Specifically, no person within CalDI 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, layoff, reduction in workforce, or any other terms or conditions of employment or volunteer status
- 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 individual's legally protected classification.

Any CalDI staff member/volunteer who has become aware of violations of this provision has the affirmative obligation to report the conduct to the Executive Director or any member of the Board.

Applicability and Compliance

These policies and provisions contained here apply to every aspect of CalDI's programs, practices, and activities. Consequences of non-compliance may be counseling for minor infractions and up to possible removal from position for repeated or serious infractions.

Contact for policy interpretation, help, and problem resolution

Executive Director or Board Member

Implementation procedures

This policy has been in effect and will continue to be enforced.

Related policies and references for further information

1. [Code of Ethics Policy](#)
2. [Whistleblower Policy](#)
3. *The DII Code of Conduct* is the one we use and it is in [here](#).
4. *CalDI's Values*

Revision History

Version	Date	Changes
[1.0]	5-22-2007	Initial release - Approved by California Creativity Board
2.0	8-11-2018	Approved by California Creativity Board. Reformatted to policy template. Minor text changes.