

Nondiscrimination Policy

The policy of East Troy Railroad Museum, Inc. (the "Museum") with respect to all personnel matters has been and will continue to be one of acting in a nondiscriminatory manner. The Museum will continue to recruit, hire, train and promote qualified persons in all job classifications and to admit all interested persons as members, without regard to race, color, religion, sex, national origin, disability status, age, military status, ancestry, creed, marital status, sexual orientation, or other status protected by applicable law, such as arrest or conviction record when not restricted by specific job requirements. All actions and decisions affecting employment and membership will be executed with the intent of furthering the principles of equal opportunity, including hiring, promotion, compensation, benefits, transfers, disciplinary actions, layoffs, return from layoffs, training, education and other terms, conditions and privileges of employment and membership. The Museum fully supports this Nondiscrimination Policy and expects all officers, directors, managers, supervisors, employees and volunteers of the Museum to give their full support in furtherance of this policy.

Anti-Harassment Policy

Sexual Harassment constitutes discrimination and is illegal under federal, state and local laws. Sexual harassment is defined under the Equal Employment Opportunity Commission Guidelines as verbal, visual or physical conduct of a sexual nature where: (i) there is an attempt, either implicit or explicit, to make submission to such conduct a term or condition of an individual's employment; (ii) submission to or rejection of such conduct by an individual is used as the basis for employment-related decisions; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Harassment on the basis of any other protected characteristic is also strictly prohibited. Such harassment can be defined as conduct that shows hostility or aversion toward an individual because of his or her protected characteristic and that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

I represent that I have carefully read and understand the East Troy Railroad Museum, Inc. Anti-Harassment Policy and I agree to comply fully with the rules, standards, guidelines and procedures contained in the Policy.

Print Name: _____

Signature: _____

Date: _____