

Richmond Beach Community Association (RBCA)

Non-Discrimination and Anti-Harassment Policy

No person shall be denied any right of membership on the basis of race, gender, sexual orientation, religion, color, national origin, handicap or political affiliation.

The RBCA prohibits discrimination against and harassment of any member because of race; color; national or ethnic origin; age; religion; disability; sex; sexual orientation; gender; gender identity and expression; including a transgender identity; genetics; veteran status; retaliation; and any other characteristic protected under applicable federal or state law.

Violation of this policy is grounds for termination of membership.

Any member has the right to raise concerns or make a complaint to the Board regarding discrimination or harassment without fear of retaliation. It is a violation RBCA policy to retaliate against an individual for filing a complaint of discrimination or harassment or for cooperating in an investigation of alleged discrimination or harassment.

The RBCA recognizes the importance of confidentiality and understands that some individuals filing complaints of harassment/discrimination or who are otherwise involved in an investigation may want their identity to remain anonymous and/or confidential. In all cases, issues of confidentiality must be balanced against the need to investigate and take appropriate action.