

Chicago Center for Dynamic Circus (CCDC) Harassment & Discrimination Policy

This policy is MANDATORY for any person at CCDC at any time. It may also be applied to restrict access to those who have been involved in harassment or discrimination of any person at any other location.

A diverse and inclusive training space that fosters creativity, collaborative discovery and innovation is integral to CCDC's mission success. CCDC strives to make everyone feel valued and heard. Accordingly, CCDC:

- Provides equal opportunity to everyone based on qualifications and merit, without regard to their race, color, age, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, national origin, ancestry, citizenship status, disability, veteran status, marital status, genetic information, or any other characteristic protected by law.
- Prohibits discrimination against any person based on any characteristic protected by law.
- Prohibits harassment (including sexual harassment) of any person that is based on any characteristic protected by law and that can create a hostile work or learning environment.
- Prohibits retaliation against individuals who make discrimination or harassment complaints in good faith or who participate in the investigation of such complaints. Retaliation protection extends to anyone who participates in any way in a complaint, investigation, proceeding, or hearing conducted by a state or federal agency, or court of law. Retaliation includes overt forms of retaliation but also more subtle forms of retaliation like intentionally exclusionary behavior directed towards a person solely because of their report.
- Is committed to working to provide reasonable accommodations due to a disability, religious practice, pregnancy or pregnancy related conditions, if such accommodations would allow someone to participate safely and would not result in an undue hardship to CCDC.
- Is committed to providing a positive and engaging training space where everyone is treated with respect and dignity and is free of unlawful discrimination, harassment, and retaliation.
- Strongly encourages anyone who witnesses conduct believed to violate this policy to notify Charlene Numrych immediately, either directly or anonymously.