



NONDISCRIMINATION POLICY

All programs and activities of Heisey Collectors of America, Inc. (“HCA”) shall be conducted without discrimination based on race, religion, national origin, sex, age, sexual orientation, gender identity, disability, or other non-merit criteria.

HCA strives to maintain a workplace that is free from discrimination, harassment, threats, and intimidation. Any officer, director, employee or active member of HCA who engages in discriminatory, harassing, threatening, or intimidating conduct or whose words or actions create a hostile work environment is subject to removal from office or termination of employment or membership.

Violations or suspected violations of this policy may be reported to the Director-Curator or to any officer or director. All reports will be investigated promptly and as confidentially as circumstances permit.

No person who in good faith reports a violation or suspected violation of this policy or any action or suspected action taken by or within HCA that is illegal or unethical or violates HCA’s Constitution, Bylaws, or policies shall suffer intimidation, harassment, discrimination, or any form of retaliation.