MCOA NON-DISCRIMINATION POLICY

The Maine Council on Aging (MCOA) does not discriminate on the basis of age, race, ethnicity, gender, gender identity and expression, sexual orientation, disability, national origin, political affiliation or religious belief.

The MCOA will not tolerate any behavior, including verbal, non-verbal, written, gestures, or physical conduct, which constitutes harassment or illegal discrimination in any form committed by an employee, and will not tolerate consultants or non-employees who discriminate and/or harass employees, volunteers, consultants or members. All employees and consultants acting on behalf of the MCOA are accountable for compliance with this policy.

Appropriate investigation and disciplinary action will be taken with as high a level of confidentiality as possible.

The MCOA is committed to assisting victims of harassment and unlawful discrimination wherever they occur by taking corrective actions against violations of this policy. Violations may lead to disciplinary action which in sufficiently severe cases may result in termination of employment.