

BCAA Statement of Non-Discrimination and Service to Our Community

Our goal is to honor our organization's role as Bath County's primary arts agency. All the programs that we offer and support with our resources are designed to cultivate a welcoming environment that creates opportunities where people can connect with the arts and each other, exchange ideas, and discover the many ways that art enriches our lives. To that end, we created this Statement of Non-Discrimination and Service to Our Community.

The Bath County Arts Association (BCAA) does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of art programs and services.

BCAA is committed to a policy of equal employment opportunity. Any employee, contractor, board member, volunteer or client who believes that s/he or any other affiliate of BCAA has been discriminated against is strongly encouraged to report this concern promptly to legal.bathcountyyarts@gmail.com.

Harassment or intimidation of a client, staff person or guest because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation include abusive, foul, or threatening language or behavior.

BCAA is committed to maintaining a workplace and offering programs that are free of harassment and will not tolerate discrimination against staff members, volunteers, or agency clients. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to legal.bathcountyyarts@gmail.com. If substantiated, prompt action will be taken at the sole discretion of the Board of Directors.