

Model LGBTQ Non-Discrimination/Anti-Harassment Policy for

Agency Clients

These non-discrimination and anti-harassment policies include language specifically addressing sexual orientation and gender identity or expression. This policy applies to those served by *SPI*, in addition to those who work or volunteer with this program.

Sexual Orientation and Gender Identity Non-Discrimination Policy for Service Users of *SPI*

1. *SPI* seeks to maintain and promote a facility that provides the highest quality of services to survivors of sexual and/or domestic violence regardless of their actual or perceived sexual orientation or gender identity.
2. LGBTQ-identified survivors receiving services at *SPI* shall receive fair and equal treatment, without bias, and shall be treated in a professional manner.
3. Individuals who feel they have been subject to discrimination or harassment should report this person to the Shelter Coordinator or the Executive Director.
4. *SPI* will take all reasonable steps within its control to meet the diverse needs of all survivors seeking services and provide an environment in which all individuals are treated with respect and dignity, regardless of sexual orientation, gender identity, or gender expression.

Transgender Identification and Support Policy

1. Service users identifying as transgender shall receive support and accommodation from *SPI* in determining their needs.
2. Pronouns used and clothing provided shall reflect the gender with which the survivor identifies, and confidentiality shall be respected in regards to disclosures concerning transgender status, medical history or sexual orientation.

Confidentiality and Non-Disclosure Policy

1. *SPI* seeks to provide a supportive environment for LGBTQ employees and service users by treating with respect those persons who are open about their sexual orientation or gender identity.
2. *SPI* also recognizes that some people might not wish to share this information with fellow employees, service users, or others involved in the organization and is equally dedicated to respecting the confidentiality of those persons.
3. Employees, volunteers, and other individuals involved in the operation of *SPI* will never reveal sensitive information about an individual's sexual orientation or gender identity without that person's express written consent.

I have read and, by signing, signify that I understand this policy and what it entails. I understand that violating any of these policies may affect my ability to obtain services from *SPI*.

Signed: _____ Dated: _____

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