



## **Notice of Participant Non-Discrimination and Anti-Harassment Policy**

It is part of Good Shepherd Services' mission to provide a safe and nurturing environment for all its program participants and therefore, it absolutely prohibits discrimination and harassment in any of its programs against its participants by staff, by other participants or by third parties on the basis of any protected characteristic. Specifically, Good Shepherd has a zero tolerance policy for discrimination or harassment against its participants on the basis of race, color, national origin, citizenship status, religion, creed, age, gender, gender identity or expression, marital status, disability, carrier status, genetic code, military status, domestic violence victimization or any other basis prohibited by law.

Pursuant to the NYS Domestic Violence Prevention Act Article 6A and its conforming regulations, Good Shepherd reaffirms its commitment to providing appropriate domestic violence services to male and lesbian gay, bisexual, transgender, intersex and questioning (LGBTQ) persons, recognizing, however that there may be certain instances where sex segregation or sex-specific programming has been determined to be necessary to the essential operation of a program.

Any participant wishing to make a complaint alleging a violation of this policy may present it to the appropriate Program Director, who shall investigate and attempt to resolve the matter within 72 hours. If there is no satisfactory resolution of the complaint, it shall be escalated to the Division Director who shall have an additional 72 hours to satisfactorily resolve the complaint. If there is no successful resolution at this level, then the complaint shall be escalated to the Assistant Executive Director. If the complaint cannot be resolved by the Assistant Executive Director, the participant shall be directed to the OCFS Rights Unit.