

Montgomery County LGBT Business Council's Anti-Discrimination Policy

A key element to Montgomery County LGBT Business Council (or “the Business Council”) is our diverse and talented workforce. The purpose of the Business Council’s Anti-Discrimination Policy is to ensure that all leadership, member, and volunteer selection decisions are made on a non-discriminatory basis, and without regard to sex*, race*, color, age, national origin, religion, disability, genetic information, marital status, sexual orientation, gender identity/reassignment*, citizenship, pregnancy or maternity, veteran status, or any other status protected by applicable national, federal, state or local law. In some cases, local laws and regulations may provide greater protections than those outlined here. Associates will be covered by the laws of their local jurisdiction.

The Montgomery County LGBT Business Council is committed to a good faith effort to represent a talented and diverse leadership, and we will review this periodically to measure our progress.

1. The Business Council will recruit, hire and promote without regard to sex*, race, color, age, national origin, religion, disability, genetic information, marital status, sexual orientation, gender/gender identity*, citizenship, pregnancy or veteran status, or any other status protected by applicable law.
2. The Business Council will make all decisions of employment with consideration to appropriate principles of Equal Employment and Affirmative Action.
3. Promotional opportunities will be filled based on merit, experience and other professional-related criteria.
4. Personnel actions, such as compensation, company-sponsored training programs, and/or social and recreational programs, will be administered on a non-discriminatory basis.
5. Principal and direct responsibility for successful implementation of this policy in a uniform manner has been assigned to President Brittany Kohler and Vice President Stephanie Hall. However, within our respective areas of responsibility, all managerial and supervisory personnel must share in the responsibility to ensure the Business Council’s compliance with the Equal Employment Opportunity.

Any board member, business member, or volunteer who has a question or concern regarding any type of discrimination or harassment is encouraged to bring it to the attention of Brittany Kohler and AJ Willis.

***Montgomery County LGBT Business Council uses the following Pennsylvania Human Relations Commission definitions¹:**

“Sex and gender” includes:

- pregnancy status
- childbirth status
- chestfeeding status
- sex assignment at birth
- gender identity or expression

¹ Pennsylvania Bulletin. Rules and Regulations. 16 PA. CODE CH. 41. Found on May 30th, 2024 at <https://www.pacodeandbulletin.gov/Display/pabull?file=/secure/pabulletin/data/vol53/53-24/788.html>.

- affectional or sexual orientation
- differences in sex development.

“Race” includes:

- traits associated with race, including hair texture and protective hairstyles.

“Religion” includes:

- all aspects of religious observance and practice, all abstention from religious observance and practice, and beliefs.

Original Signed by:

AJ Willis, Esquire

Co-Director of Montgomery County LGBT Business Council Legal Department