



Diversity, Equity, and Inclusion (DEI) Policy Approved December 2020

The Bridgeport Field of Dreams Foundation (BFDF) does not discriminate based on age, race, religion, ethnicity, national origin, sexual orientation, marital status, gender identity or expression, or mental or physical disability.

The BFDF is committed to providing an environment for BFDF Board members, BFDF contractors, Bridgeport BOE parents and students, Bridgeport BOE employees — including but not limited to administrators, teachers, coaches, and ancillary staff — and all others associated with the BFDF, in which all individuals are treated with respect and dignity in an atmosphere that promotes justice, impartiality, and fairness within the procedures, processes, and distribution of resources by the BFDF and prohibits discriminatory practices, harassment, and unjustified bias and prejudice.

Application – This policy applies to all persons participating in BFDF activities. Conduct such as harassment, discrimination, and retaliation is unacceptable in all BFDF activities, including but not limited to travel, meetings and social events, athletic competition and other sporting events such as camps and clinics. Conduct outside of BFDF activities is not subject to this policy.

Prohibited Harassment – Harassment of any BFDF Board member or other person(s) associated with BFDF activities on the basis of age, race, religion, ethnicity, national origin, sexual orientation, marital status, gender identity or expression, or mental or physical disability will not be tolerated. Prohibited harassment includes unwelcome conduct that demeans or shows hostility and has the purpose or effect of creating a hostile, intimidating, or offensive environment. Violation of this policy may result in disciplinary action up to and including termination of employment with the BFDF and/or exclusion from BFDF activities. Conduct that may be illegal shall be reported to law enforcement.

Reporting an Incident of Harassment, Discrimination, or Retaliation – Maintaining an environment consistent with the BFDF DEI policy requires the cooperation of all persons associated with the BFDF. Anyone with first-hand knowledge of conduct they believe is improper under the BFDF policies should report the behavior to a BFDF Board officer as should persons who believe they personally have been subject to conduct that is contrary to BFDF policies. The BFDF urges the prompt reporting of complaints or concerns so that remedial action can begin immediately.

Investigation – After receiving a complaint of conduct covered by this policy, the BFDF Board will conduct an investigation and make a determination as to the validity of the claim and action to be taken. The investigation will include speaking to the person against whom the complaint is made. If it appears that disciplinary action is warranted, the person against whom the complaint is made is to be advised of the charges and given an opportunity to be heard.

Confidentiality – Confidentiality will be maintained throughout the investigation to the extent consistent with an adequate investigation. Due process may require revealing the complainant's name to the accused and may include an opportunity for the subject of the complaint to be heard.

Retaliation – The BFDF prohibits retaliation against the individual who reports prohibited conduct on good faith. False accusations are prohibited. Retaliation or a false report may be subject to disciplinary action.

Approved by the Bridgeport Field of Dreams Foundation Board on December 10 2020.