

Florida Trail Association, Inc.

Non-discrimination Policies and Procedures

The Florida Trail Association (FTA) is committed to a policy of equal opportunity and non-discrimination. We will not discriminate based on race, color, religion (creed), gender, sex (including pregnancy and orientation), age, national origin (ancestry), disability, marital status, military/veteran status, and any other characteristic protected by federal law.

FTA serves public lands in Florida, making our nondiscrimination policy crucial to our very purpose of protecting the natural, cultural, and historic landscapes along the Florida National Scenic Trail. We provide a continuous trail system built by and for the people of Florida. Our vision is to provide volunteer, recreational, and educational opportunities for the diverse population of our state and beyond.

This non-discrimination policy applies to all aspects of FTA's operations, covering the following basic areas:

- **Employment:** Including hiring, firing, promotions, training, compensation, and benefits.
- **Board of Directors:** For selection, appointment, support, and termination of board members.
- **Volunteers:** For recruitment, management, and selection of volunteers.
- **Programs and services:** Ensuring equal access and non-discriminatory provision of services to constituents, members, and beneficiaries.
- **Subcontractors and vendors:** For the selection and management of external parties.

Complaint and reporting procedure:

An individual may complain verbally or in writing to FTA's Executive Director or Trail Program Director. The Executive Director will manage complaint communications and responses, including the appropriate form of response. The issue and resolution (including communications therein) must be approved by FTA's Executive Director in coordination with FTA's Board Chairperson.

Once FTA's Executive Director receives the complaint, they will ensure a prompt, thorough, and impartial investigation. Also, they will ensure confidentiality to the greatest extent possible depending on the circumstances. They will state, in writing, the corrective action to take place upon substantiation of the violation.

Anti-retaliation statement:

FTA prohibits any form of retaliation against individuals who report discrimination, participate in an investigation, or oppose any practice forbidden by this policy. Any employee, volunteer, or board member found to be engaging in retaliation will face disciplinary action, including termination. The above anti-retaliation policy is necessary to protect individuals who report and/or file complaints, including the FTA employees or representatives who may be involved as targets of retaliation.