



429 N. LINCOLN AVENUE ~ LOVELAND, CO 80537  
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Thompson Valley Art League  
Lincoln Gallery/Art in the Park

### **Non-Discrimination Statement and Policy**

Adopted by the Board of Directors on February 23, 2019

The Thompson Valley Art League and its associated programs the Lincoln Gallery and Art in the Park does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of members, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, members, clients, volunteers, subcontractors, and vendors.

The Thompson Valley is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

### **Non-Harassment Statement and Policy**

Adopted by the Board of Directors on June 20, 2019

The Thompson Valley Art League with its associated programs, the Lincoln Gallery and Art in the Park, is committed to prohibiting unlawful harassment of any kind in the work environment. The expectation is that all individuals are treated with respect and dignity. Each individual has the right to a professional atmosphere that prohibits harassment. Therefore, TVAL maintains a policy prohibiting unlawful harassment including sexual harassment, verbal or physical harassment, and visual harassment such as derogatory posters, photography, cartoons, emails or other social media. This policy applies to all relationships among persons working or participating in the Thompson Valley Art League and its associated programs.