



Harassment or discrimination of any kind is strictly prohibited. This includes, but is not limited to, harassment or discrimination based on race, color, religion, age, sex, national origin, disability, veteran status, or any other characteristic protected by federal, state, or local law. Any form of harassment or discrimination is extremely serious misconduct and may result in discipline, up to and including termination.

Harassment and discrimination can occur in many forms, including but not limited to, in-person interaction, telephone, written communication, or messages transmitted over Junior Achievement of Tampa Bay, Inc's electronic mail ("e-mail") system and the Internet.

An Associate who believes he or she has been subjected to harassment or discrimination or who has observed such behavior of another Associate should immediately report the conduct to his or her immediate supervisor, VP of Operations, the President, or Board Chair. Individual Associates should not attempt to resolve incidents observed or reported to them by others but are expected first to report the matter promptly