

### **Policy on Behavioral Standards**

The Central Ohio Symphony affirms the principle that its employees and volunteers have a right to be free from any type of discrimination and harassment. The Symphony expects its employees and volunteers to conduct themselves in a professional manner, keeping the mission of the Symphony in mind. A person in the Central Ohio Symphony organization who believes s/he has been subjected to discrimination or harassment should report the incident in writing to the Executive Director or the President of the Board of Trustees. The policy of the Symphony is that discrimination and harassment of any type will not be tolerated.

The Central Ohio Symphony supports the activity and involvement of all segments of the community. The Symphony, its Board of Trustees, its affiliated organizations and its employees shall not discriminate on the basis of race, color, creed, religion, national origin, gender, sexual orientation, disability, or age. The Symphony asserts that it will provide access to employment, benefits, programs, education, and facilities to all individuals.