



## **LifeRing Secular Recovery Nondiscrimination Policy**

LifeRing Secular Recovery seeks to create and maintain safe and supportive environments for its leadership, employees, volunteers, and members. Because discriminatory practices in any of our undertakings would undermine that goal, we do not, shall not, and will not tolerate discrimination based on race, color, religion, sex – including pregnancy, sexual orientation, or gender identity/expression – national origin/ancestry, disability, age, genetic information including family medical history, and marital status or military status.

Individuals will not be punished for reporting discrimination, participating in a discrimination investigation or lawsuit or opposing discrimination. LifeRing Secular Recovery will protect the confidentiality of anyone who reports discrimination or participates in a discrimination investigation, to the greatest possible extent.

Our nondiscrimination policy extends to all activities and operations, including, but not limited to: employee hiring and employment practices; selection and management of volunteers, vendors, and contractors; membership recruitment; service provision; behavior in any of our recovery support communities; and dealings with the general public.

If a participant, volunteer, or employee feels that they've observed or are otherwise aware of discriminatory behavior in any LifeRing Secular Recovery forum, they should immediately discuss the matter privately – and as soon as possible – with the meeting convenor (if the behavior has occurred in a meeting setting), the Service Center, and/or a member of the Board of Directors to be immediately addressed in compliance with the [LifeRing Conflict Resolution & Complaints Policy](#).

Prompt notification allows our management and leadership team to be proactive in addressing behaviors that may be discriminatory or that otherwise create an intimidating, hostile, or offensive environment. Individuals found to have been the cause of discriminatory behavior can expect to face appropriate disciplinary action, including temporary or permanent expulsion from on-line and/or face-to-face meetings as well as temporary or permanent dismissal from voluntary leadership or paid staff positions.

If we are to support individual members in attaining and maintaining a sober, secular, and self-empowered life, all of us who are part of LifeRing Secular Recovery have an obligation to protect the safe environment of our communities.

*Adopted: September 2014*

*Amended: April 2023*