



## Non-Discrimination Policy

**THE YAB IS A SAFE SPACE. EVERYONE, ESPECIALLY FOR THE MEMBERS AND THE YOUTH WE SERVE. WE EXPECT THE MEMBERS TO TREAT EVERYONE WITH RESPECT AND TO BE DEDICATED TO HELPING YOUTH IN SUMMIT COUNTY.**

The Youth Advisory Board has a zero-tolerance policy and does not allow any type of discrimination based on religion, race, color, ethnicity, sex, sexual orientation, gender identities, disabilities, size, political beliefs, or religion. Our members and allies shall be respected and no form of physical, verbal, emotional, or financial discrimination is tolerated. Some diversity, equity, and inclusion terms to be aware of are:

**Ally:** Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.

**Bias:** A form of prejudice that results from our need to quickly classify individuals into categories.

**BIPOC:** An acronym used to refer to Black, Indigenous and People of Color. It is based on the recognition of collective experiences of systemic racism. As with any other identity term, it is up to individuals to use this term as an identifier.

**Cisgender (Cis):** A term for people whose gender identity, expression or behavior aligns with those typically associated with their assigned sex at birth.

**Color Blind:** The belief that everyone should be treated "equally" without respect to societal, economic, historical, racial, or other difference. No differences are seen or acknowledged; everyone is the same. This is not necessarily a helpful approach as it ignores cultural differences rather than acknowledging and respecting them.

**Cultural Appropriation:** The non-consensual/misappropriate use of cultural elements for commodification or profit purposes – including symbols, art, language, customs, etc. – often without understanding, acknowledgment or respect for its value in the context of its original culture.

**Disability:** Physical or mental impairment that affects a person's ability to carry out day-to-day activities performed by able people.

**Diversity:** Socially, it refers to the wide range of identities. It broadly includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

**Discrimination:** The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favors one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.

**Equity:** The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups.

**Harassment:** The use of comments or actions that can be perceived as offensive, embarrassing, humiliating, demeaning and unwelcome.

**Inclusion:** The act of creating an environment in which any individual or group will be welcomed, respected, supported, and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.

**LGBTQIA+:** An inclusive term for those who identify as lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual, and demisexual.

**Microaggression:** The verbal, nonverbal and environmental slights, snubs, insults, or actions, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon discriminatory belief systems.

**Oppression:** The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures.

**Queer:** An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definitional indeterminacy of the word Queer, its elasticity, is one of its characteristics: "*A zone of possibilities.*"

**Safe Space:** Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule, or denial of experience.

**Sexual Orientation:** An individual's enduring physical, romantic and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay or bisexual.

**Stereotype:** A form of generalization rooted in blanket beliefs and false assumptions, a product of processes of categorization that can result in a prejudiced attitude, critical judgment and intentional or unintentional discrimination. Stereotypes are typically negative, based on little information and does not recognize individualism and personal agency.

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