



1 August 2023

SUBJECT: Heroes Athletic Association Diversity Equity and Inclusion Policy

Heroes Athletic Association is a 501(c)3 established in 2011. As a charitable organization, the board of directors is committed to equal opportunity for all participants and charity administrators. As such Heroes Athletic Association does not discriminate on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth, pregnancy-related conditions, and lactation), gender identity or expression (including transgender status), sexual orientation, marital status, military service, and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state, or local laws and ordinances.

The organization's management team is dedicated to this policy with respect to recruitment, hiring, volunteer opportunities, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs, and general treatment during employment.

Any organization members with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of the Heroes Athletic Association board of directors. Heroes Athletic Association will not allow any form of retaliation against persons or members who raise issues of equal employment opportunity. If any member or HAA participant feels they have been subjected to any such retaliation, they should contact the organization's chairman and or board of directors.

To ensure this charitable organization is free of artificial barriers, violation of this policy including any improper retaliatory conduct will be addressed by the board of directors up to and including removal from all participation. All members of the Heroes Athletic Association must cooperate with all investigations conducted pursuant to this policy.

The Heroes Athletic Association is proudly committed to diversity, equity, and inclusion in their endeavors to execute its defined mission.

Victory as One,

CARL S. EY
Chairman
Service-Disabled Veteran

Fairfax Adult Softball Hall of Fame - 2014