



HALACHIC ORGAN DONOR SOCIETY'S ANTI-HARASSMENT AND DISCRIMINATION POLICY

Harassment or discrimination of any kind is prohibited by the Halachic Organ Donor Society. In this regard, the Halachic Organ Donor Society maintains a zero-tolerance policy.

The Halachic Organ Donor Society regards harassment of any kind or discrimination of officers, Board members, directors, employees or independent contractors based on membership in a legally protected classification, including sexual harassment, harassment based on race, age, gender, national origin, disability, religion, or sexual orientation, as a severe form of employee misconduct.

Inappropriate behavior of an offensive nature and/or generally socially unacceptable behavior are not tolerated by the Halachic Organ Donor Society.

Harassment, including sexual harassment, refers to behavior that is not welcome, personally offensive, fails to respect the rights of others, lowers morale and therefore interferes with employees' effectiveness. Sexual harassment may take different forms, viz. verbal, non-verbal, or physical.