



ZERO TOLERANCE POLICY

PURPOSE

As a ministry, Lafayette Habitat for Humanity values the safety of children, our employees, volunteers and the families we serve. We want to take prudent measures to protect our human and material resources.

POLICY

Lafayette Habitat for Humanity has a Zero Tolerance policy in regards to Sexual Harassment, Intoxication and Theft that applied to all potential partner families, board members, employees and key volunteers.

Any person who does not sign off on this policy will not be permitted to become a partner family, work and/or volunteer with Lafayette Habitat for Humanity.

DISQUALIFICATION CRITERIA

Lafayette Habitat for Humanity reserved the right to disqualify an applicant from homeownership, employment, or board members and volunteers from service with Lafayette Habitat for Humanity. In determining eligibility, Lafayette Habitat for Humanity, in its sole discretion, may consider several factors, including without limitation, one or more of the following:

- If sexual harassment is reported to or directed at a Staff member;
- Any indication that intoxication is present; and/or
- If a theft occurs.

This list is not exhaustive and is for illustrative purposes only. Lafayette Habitat for Humanity reserves the right to weigh disqualification criteria on a case-by-case basis and to make selection decisions in its sole discretion. Disqualification may extend to any partner family member and to any position with Lafayette Habitat for Humanity and associated entities, including, but not limited to Habitat for Humanity International, Inc., Area Offices, Branches, National Organizations, Affiliates, Disaster Response Centers, Regional Support Centers and State Support Centers.

DENIAL OF APPLICATION, TERMINATION OR REASSIGNMENT

Based on any or all of the criteria outlined in this policy, Lafayette Habitat for Humanity may, in its sole discretion, decide that a partner family will be denied homeownership, an employee will be terminated, a volunteer will be dismissed or an applicant will not be hired.

I have read and acknowledged the above listed policy.

Volunteer Name (printed): _____

Volunteer Signature: _____

Date: _____