



NCEES

*advancing licensure for
engineers and surveyors*

HARASSMENT AND DISCRIMINATION POLICY

It is the policy of NCEES to provide an environment that is free from all forms of harassment and discrimination, including sexual harassment and any other hostile or harassing verbal or physical conduct based on race, religion, national origin, ancestry, age, gender, sexual orientation, or disability.

Any employee, member, associate member, emeritus member, volunteer, officer, or member of the NCEES board of directors who believes he or she has been subjected to offensive, unwelcome, hostile, harassing, or discriminatory conduct should report the matter immediately to the meeting chairperson, board liaison, NCEES staff liaison, or NCEES chief executive officer.

The claim will be investigated, and any employee, member, associate member, emeritus member, volunteer, officer, or member of the board of directors found to have engaged in harassment will be subject to appropriate disciplinary action. No retaliatory action will be taken against an individual for making a complaint. All claims and discussions regarding the claims will be treated as confidentially as possible to protect the privacy of the persons involved. Confidentiality will be maintained throughout the investigative process to the extent practical and appropriate under the circumstances.