

USAAS POLICY ON THE RIGHT TO PROTEST SOCIAL INJUSTICE

Amendments to this Policy are the responsibility of the Diversity, Equality and Inclusion Committee. The Diversity, Equality and Inclusion Committee can modify this Policy by recommending changes to the Board of Directors for approval.

- 1.01** USAAS is committed to education on social injustice at all levels of the organization and will provide an opportunity for open discussion platform for issues related to race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, socio-economic status, geographical location, beliefs, and mental or physical ability.
- 1.02** USAAS recognizes that the members of the organization have a right to protest social injustice in a peaceful and respectful manner that does not bring physical harm to property or others.
- 1.03** USAAS will not tolerate actions that disrupt an event (competition, meeting, etc), cause damage to a venue (pool, meeting, etc) or compromise the safety of members or others (spectators, press, facility, personnel, etc) at an event.
- 1.04** Any member that chooses to protest peacefully will not be penalized or removed from the organization for expressing their opinions. See Appendix P.
- 1.05** As a 501c3 organization, USAAS will follow the federal and state guidelines pursuant to the National Labor Relations Act (NLRA) sections 7 and 8, which provide National Office staff and volunteers of the organization the ability to speak against social injustice in the workplace.