



## **The Connecticut Electric Railway Association, Inc.**

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### **CONNECTICUT ELECTRIC RAILWAY ASSOCIATION, INC. CONNECTICUT TROLLEY MUSEUM**

#### **Employment/Volunteer Discrimination or Harassment**

Connecticut Electric Railway Association, Inc. ("CERA"), the owner and operator of the Connecticut Trolley Museum, is an Equal Opportunity Employer and is committed to providing a positive work environment. CERA policy prohibits harassment and discrimination on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), physical or mental disability, pregnancy, marital status, sexual orientation, military status, or any other characteristic protected by applicable federal, state or local laws, in employment, recruitment, training, Board membership, advertisement for employment, compensation, termination, upgrading, promotions and other conditions of employment, and hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.

This policy applies to all persons involved in the operation of CERA, and prohibits discrimination and harassment by or against any employee or board member of CERA, or anyone who visits or does business with CERA. Any employee, volunteer, vendor, or visitor having questions or concerns about equal employment opportunities or harassment in the workplace is encouraged to bring these issues to the attention of the Executive Director. If the Executive Director is the person toward whom the concern is directed, questions or concerns should be directed to the President or any Board member.

CERA will not allow any form of retaliation against anyone who raises issues of equal employment opportunity or harassment, or who cooperates in an investigation of discrimination or harassment.

If CERA determines that a violation of this policy has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action will also be taken to deter any future discrimination or harassment, up to and including the termination of the relevant employment, contracting or volunteer relationship with CERA.

Adopted by the CERA Board of Directors on September 20, 2022

John Perlstein, Corporate Secretary