

# Non-Discrimination & Anti-Harassment Policy (External)





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## **Non-Discrimination and Anti-Harassment Policy Statements (External)**

Inter-Industry Conference on Auto Collision Repair (I-CAR) is an equal opportunity employer and service provider. We celebrate diversity and are committed to creating an inclusive, respectful, and welcoming environment for all members of our staff, clients, volunteers, subcontractors, and vendors. We believe that all individuals may benefit from each other's experiences and encourage mutual respect for and appreciation of divergent views.

I-CAR prohibits unlawful discrimination or harassment on the basis of race, color, religion, religious creed, national origin, ancestry, age, sex, pregnancy (including childbirth, lactation and related medical conditions), sexual orientation, gender, gender identity, gender expression, physical or mental disability, genetic information (including characteristics and testing), marital/parental status, citizenship status, military or veteran status, political affiliation or any other characteristic to the extent protected by federal, state, or local laws with respect to all of its activities and operations. Our business operations, provision of services and employment decisions such as decisions to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs.

I-CAR also has a strict no-retaliation policy. I-CAR prohibits retaliation against individuals who report harassment or discrimination, or who participate in investigations into such conduct.

I-CAR strives to provide individuals with disabilities equal access to our services, including through an accessible website. If you have any questions, comments, encounter any difficulty using our site, or need an accommodation due to a disability, you may contact us at (800) 422-7872.