

March 23, 2020

TO: ArtStream Board of Directors
FROM: Heller An Shapiro, Executive Director
RE: Bylaws Non-Discrimination Clause Revision

BACKGROUND:

During revisions of the Board and Staff Code of Ethics and Accountability and Teaching Artist Statement of Values documents, the non-discrimination language was updated based on EEOC recommendations.

PROPOSAL:

Replace the outdated language in the Bylaws Article XVI. Non-Discrimination, approved November 16, 2017, with the updated language.

Current: ARTICLE XVI, NON-DISCRIMINATION

ArtStream shall not discriminate against any person on the basis of age, sex, race, color, national origin, **sexual preference**, disability, political or religious opinion or affiliation, or other characteristics protected by law in any of its policies, procedures or practices.

Proposed: ARTICLE XVI, NON-DISCRIMINATION

ArtStream shall not discriminate against any person on the basis of age, sex, race, color, national origin, **sexual orientation, gender identity including transgender status**, disability, political or religious opinion or affiliation, or other characteristics protected by law in any of its policies, procedures or practices.

RATIONALE:

This Non-Discrimination clause language meets the EEOC guidelines and currently accepted language related to sexual orientation and will be used in the Board and Staff Code of Ethics and Accountability and Teaching Artist Statement of Values documents.