



**BACK COUNTRY HORSEMEN OF AMERICA
ANTI DISCRIMINATION AND HARASSMENT POLICY**

The BACK COUNTRY HORSEMEN OF AMERICA (BCHA) organization is committed to fostering an environment where every individual is treated with dignity and respect. Discrimination, harassment, and disrespectful behavior of any kind undermine our values, our community, and our ability to work together effectively. This policy affirms our responsibility to maintain an inclusive environment that upholds fairness, equity, and mutual respect in all interactions.

POLICY AGAINST DISCRIMINATION and HARASSMENT

BCHA supports the principles and spirit of equal opportunity. It is our intent to continue to administer volunteer opportunities without regard to race, color, national origin, ancestry, religion, gender, gender identity or expression, sexual orientation, age, disability, marital status, military or veteran status, or any other characteristic protected by applicable law. We utilize positive recruitment to foster the principles of non-discrimination to ensure that all elections and volunteer opportunities are made on the basis of qualifications and merit.

Discrimination and harassment in any form is strictly prohibited and won't be tolerated of any individual working for, or volunteering for, BCHA.

ENFORCEMENT

This policy applies to national representatives of BCHA. States and chapters are welcome to implement this policy, to include amendment of their bylaws if needed. Concerns about BCHA employees, contractors, national directors, national committee chairs, or other national-level leadership individuals should be brought to the BCHA Chair or another member of the Executive Committee (EC) within 30 days of the incident. The BCHA Chair or EC member has the responsibility to handle the complaint promptly and in a confidential manner.

Chair _____ Date adopted _____

BCHA Non-Discrimination Statement

At BCHA, we are committed to fostering a culture of equity, respect, and inclusion. We do not discriminate on the basis of race, color, national origin, ancestry, religion, gender, gender identity or expression, sexual orientation, age, disability, marital status, military or veteran status, or any other characteristic protected by applicable law.

We believe that diversity strengthens our organization and the communities we serve. We strive to ensure that all individuals—whether employees, contractors, volunteers, partners, or members of the public—feel welcomed, valued, and empowered to contribute to our shared mission.

BCHA actively promotes inclusive practices in our policies, programs, and daily operations, and we hold ourselves accountable to upholding the principles of fairness, dignity, and equal opportunity for all.