



GENDER INCLUSION POLICY

Created by the Loppet Gender Inclusion Task Force: May-Dec 2019

Approved by Loppet Board December 11, 2019

Employee policy

The Loppet Foundation does not discriminate in any way on the basis of sex, sexual orientation, gender identity, or gender expression.

In all cases, our goal is to create **a safe, comfortable, healthy, productive, and welcoming workplace environment** for all employees in order to **maximize integration and minimize stigmatization**.

We expect employees to strive to uphold our inclusion policy in all circumstances. We encourage employees to share questions, concerns, and feedback.

Loppet program, event, and community policy

The Loppet Foundation does not discriminate in any way on the basis of sex, sexual orientation, gender identity, or gender expression.

Our goal is to create **a safe and welcoming environment** for all community members in Loppet programs and events.

In all cases, we strive to ensure the safety, comfort, and healthy participation of transgender or gender non-conforming community members while **maximizing integration and minimizing stigmatization**.

We cannot anticipate every situation that might occur with respect to transgender or gender non-conforming community members. We encourage community members to share questions, concerns, and feedback in order to help make the Loppet Foundation more inclusive.