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Anti-discrimination, Environment free of Harassment and Equal Opportunities Policy

The Arts Alliance is committed to maintaining a workplace and environment free of discrimination, any form of harassment, and confirms that no person shall be excluded from participating in, nor denied the benefits of, any program, activity or service offered by or in connection with The Arts Alliance on of basis of race, religion, color, national origin, citizenship, age, sex, height, weight, marital status, parental status, disability, sexual orientation, person's physical or mental disability, membership in any labor organization, political affiliation or record of arrest.

These policies apply to all areas of employment and personnel including contractors, consultants, volunteers and interns recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment in accordance with applicable federal, state and local laws.

Americans with Disabilities Act Policy

It is the policy of TAA to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA), the Michigan Persons with Disabilities Civil Rights Act, and other applicable state and or local laws. TAA will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. TAA will make reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job unless doing so would result in an undue hardship. In accordance with Michigan law, personnel are required to notify TAA in writing of their need for accommodation as soon as possible, but not more than 182 days after knowing or should have known the accommodation was needed.