



Aquarium Divers For Coral Society

Equal Rights Policy

This organization promotes equal opportunity to all of its members. The Board of Directors and the general membership must not discriminate and comply with equity law to protect members, guests and associated person as pertaining to:

- sexual orientation
- gender identity
- race
- religion
- ethnicity
- disability*
- age*

Discrimination should be reported by the individual harassed or victimized or by a witness of the discrimination to the Board of Directors. If on a dive trip it would start by being reported to the Trip Group Leader who will have procedures to follow. It is important that the issue be brought to the attention of ADFC as soon as possible to solve the problem.

If the discrimination is found to be fact, the Board Member or member who created the discriminatory situation will be given the opportunity to correct the situation. If not corrected in a timely manner, the creator of the act of discrimination will lose there membership and it will not be renewable.

If it is found that the Board of Directors as a group has created to problem of discrimination, the board must take appropriate action to correct the problem so as not to jeopardize the organization and it's mission.

Contact the Vice President -

Disability* If an aquarium diver is a disabled diver who requires the assistance of a handicap dive instructor, certified handicap dive buddy or other personal assistant, that support person would have to participate in the coursework and diving with the disabled diver and on return dive trips. Both would be members. It would be at their own expense. **It must be made clear that ADFC cannot speak for or represent the foundations or diver operators responsible for coral restoration and supervision to do this. Nor can ADFC have any influence over the certifying agency (NAUI or PADI for example) on their certification requirements.** If all situations are doable, **ADFC** welcomes the disabled diver/divers to volunteer their time and effort to the cause.

Age* - The member must be able to physically and mentally perform the tasks related to SCUBA diving as well as the tasks required for coral restoration. If physical inability requires a person to retire from active participation, they can become a retired member to support the work of ADFC.