



BEAT's Anti Discrimination Policy

Berkshire Environmental Action Team (BEAT) is an equal opportunity organization and will not allow, and will speak out against, discrimination based upon gender, veteran status, marital status, size, LGBTQ+ status, socioeconomic background, system of belief, race, color, religious creed, national origin, ancestry, sex, gender identity, age, criminal record (inquiries only), handicap (disability), mental illness, retaliation against an individual for filing a complaint of discrimination, sexual orientation, active military personnel (status), genetics, or discrimination by sexual harassment. This applies to the people we serve, our volunteers, our staff, our interns, and our Board of Directors.

Our Executive Director, Jane Winn, and Board Chairperson, Elia Del Molino, serve as our Civil Rights Coordinators. Please contact them if you think this policy is not being upheld.

- Jane Winn: jane@thebeatnews.org or 413-230-7321
- Elia Del Molino: eliadelmolino19@gmail.com or 413-429-6416

BEAT recognizes the 2021 federal definition of equity and includes this definition in our list of characteristics to prevent discrimination:

[Executive Order 13985](#) (Jan. 20, 2021) defines **equity** as *“the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.”*

Additionally, **“underserved communities** refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life.”