

## Nondiscrimination and Fairness Policy

The Progressive Behavior Analyst Autism Council® (PBAAC) adheres to principles of fairness and due process and endorses the belief of equal opportunity.

The PBAAC does not discriminate in the participation in its certification program(s) and prohibits discrimination against its applicants, candidates, certified persons, employees, and volunteers based on race, religion (creed), national origin (ancestry), gender, age, disability, marital status, sexual orientation, and all other classes protected by federal, state, county, or city law, regulation, ordinance, or code, in any of its activities or operations.

Council members, employees, and providers of outsourced services affirm their commitment to the policy and principles at the start of service. Council members and employees affirm their commitment to this policy annually thereafter. Certified individuals affirm their commitment to the policy and principles at the start of their certification cycle and reaffirm their commitment upon recertification.

The nondiscrimination statement is published on the website. PBAAC reviews the policy and statement every three (3) years to ensure its effectiveness and compliance with regulations and revises the policy, as needed.

The PBAAC acts on all allegations of violations to the nondiscrimination and fairness policy following the guidelines outlined in the Complaint Process policy.