

## Anti-discrimination Policy

**Effective Date:** January 2026

**Policy Owner(s):** Director of Education, Director of Operations

**Last Reviewed:** January 2026

**Next Scheduled Review:** January 2027

**Version:** 1.0

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### Dates of Adoption and Revision

This policy was formally adopted by the Association for the Improvement of American Infrastructure (AIAI) in January 2026 and is reviewed annually to ensure continued alignment with recognized continuing education standards and AIAI governance practices.

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### Purpose

The purpose of this policy is to ensure that AIAI maintains an inclusive, respectful, and non-discriminatory environment across all educational programs, professional activities, and organizational operations.

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### Policy Statement

AIAI is committed to providing equal access to continuing education and training activities and will make reasonable accommodations for qualified individuals with disabilities, religious observances, or other protected needs, in accordance with applicable laws.

AIAI maintains a workplace free from harassment and discrimination. Harassment includes any unwelcome behavior that creates a hostile or offensive environment. We prohibit any form of discrimination based on race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, veteran status, or any other characteristic protected by relevant laws. Employees should report violations immediately to HR or management.

This policy applies to all AIAI staff and members, instructors, contractors, learners, and volunteers. It covers all training programs, employment practices, and any other activities conducted by the company. All complaints will be promptly and confidentially investigated. Retaliation against anyone who reports misconduct is strictly prohibited.

This policy is communicated to learners, instructors, and participants through AIAI's Learning Management System (TalentLMS), website, program onboarding materials, and marketing communications to ensure awareness prior to participation in CE/T activities.

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## Definitions

- **Discrimination:** Treating someone unfavorably because of a personal characteristic protected by law.
  - **Harassment:** Unwelcome conduct based on a protected characteristic that creates a hostile, intimidating, or offensive environment.
  - **Retaliation:** Adverse actions taken against someone for reporting discrimination or participating in an investigation.
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## Non-Compliance

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or expulsion from any AIAI training program.

1. **Reporting:** Learners participating in AIAI CE/T activities may report any concerns, including allegations of discrimination or harassment, to:

Yousef Salama, Director of Education

[ysalama@aiai-infra.org](mailto:ysalama@aiai-infra.org)

or

Bobby Vanderhoof, Director of Operations

[bvanderhoof@aiai-infra.org](mailto:bvanderhoof@aiai-infra.org)

2. **Investigation:** All complaints will be investigated promptly and confidentially. The investigation will include interviews with the complainant, the accused, and any witnesses.
3. **Resolution:** Based on the findings, appropriate corrective actions will be taken, which may include counseling, training, disciplinary action, or termination of employment.
4. **Confidentiality:** All parties involved in the investigation are expected to maintain confidentiality to protect the integrity of the process and the privacy of individuals.