



Celebrating

**20**  
Years

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**Massachusetts Transgender Political Coalition**  
**Non-Discrimination Policy**  
Updated May 2022

I. This policy states Massachusetts Transgender Political Coalition's position on discrimination. This policy applies to all Massachusetts Transgender Political Coalition employees, volunteers, members, interns, participants, and contractors.

II. The Massachusetts Transgender Political Coalition does not discriminate based on race, ethnicity, spoken, signed, or written language, religion, sex (including pregnancy), gender identity, gender expression, national origin, political affiliation, sexual orientation, marital status, HIV status, disability, genetic information, BMI/size, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

III. This policy also applies to internal promotions, training, opportunities for advancement, terminations, outside vendors, organization members and customers, service clients, use of contractors and consultants, and dealings with the general public.

Tre'Andre Valentine  
Executive Director