

Non-Discrimination Policy

I. DEFINITIONS

- A. The Association of South-Asian A Cappella, Inc. (“ASA”) is the 501(c)(3) non-profit organization that oversees the South Asian a cappella community.
- B. All-American Awaaz (“A3”) is the national championship competition organized by ASA. For the purposes of this policy, A3 is considered as part of ASA.
- C. Bid Competitions (“Competitions”) are events hosted by student organizations at universities across the country. These bid competitions are selected on an annual basis by ASA.
- D. Organizational Leaders are defined as individuals who hold, or have held, leadership positions in their respective organizations, including but not limited to ASA, A3, Bid Competitions, A Cappella Teams, and any other organizations that exist within the community.
- E. Board Members are defined as all individuals currently or formerly part of a competition’s organizational board, not limited by their duration or capacity of membership. For ASA and A3, this list of individuals is kept on record by the Directors of ASA. For bid competitions, this list of individuals can be provided by the leaders of the respective bid competition, upon explicit request submitted in writing to ASA or the Bid Competition.
- F. Associated Individuals are defined as all board members, liaisons and volunteers of ASA and of bid competitions, and all members of all South Asian A Cappella teams.
- G. Affiliated Individuals are defined as any and all individuals that are members of or affiliated with:
 - 1. board members, liaisons, or volunteers of ASA, A3, or any bid competitions;
 - 2. any members of South Asian A Cappella groups/teams;
 - 3. any vendors, contractors or sponsors of any event that ASA supports;
 - 4. all audience members, whether physically in the event space or virtually on official, organizational-sponsored live streams;
 - 5. any venue or facility staff at an ASA-supported event; or
 - 6. any other individual that is directly or indirectly involved or included in the development or execution of an event that ASA supports.
- H. Community, for the purposes of this policy, is a general term used to describe the collective group of individuals that participate in the creation, support, performance, or viewership of music and art in the South Asian A cappella genre.

II. GLOSSARY

- A. Equal Opportunity refers to the application of fair policies and processes that prevent unjustifiable discrimination and facilitate equitable outcomes.



- B. Discrimination refers to any action or treatment that has the purpose or effect of disadvantaging people on the basis of:
1. sex;
 2. sexual orientation, gender identity, or intersex status;
 3. marital, relationship or domestic status;
 4. pregnancy or potential pregnancy;
 5. family or carer responsibilities;
 6. race, skin color, nationality, descent, national or ethnic origin;
 7. disability (including physical, sensory, intellectual, psychiatric, neurological and learning disability, physical disfigurement, the presence in the body of an organism capable of causing disease, and current, past, future or imputed disability);
 8. age;
 9. religious or political affiliation, views or beliefs;
 10. actual or imputed characteristics of any of the attributes listed above;
- or
- II. association with a person identified by reference to any of the attributes listed above.
- C. Direct Discrimination refers to a person or group being treated less favorably as others in a comparable situation because of any one of the attributes listed above.
- D. Indirect Discrimination refers to the enactment of requirements, policies or practices, which are the same for everyone and appear to be neutral and fair, but that unreasonably and unfairly disadvantage people on the basis of any of the attributes listed above.
- E. Harassment refers to unwelcome behavior that makes a person feel belittled, intimidated, offended or apprehensive and that, taking into account all the circumstances, could reasonably have been anticipated to have this effect.

III. PURPOSE

- A. The purpose of this Policy is to outline ASA's commitment to equal opportunity in membership, participation, and performance.
- B. This Policy applies to any associated individual and any a cappella team and its members.

IV. PRINCIPLES

- A. ASA is an equal opportunity organization.
- B. ASA is committed to providing an inclusive and welcoming environment for all members of our board, liaisons, volunteers, vendors, contractors, sponsors, bid competitions board, a cappella teams, and other clients.
- C. ASA does not and will not discriminate in its membership, selection, recruitment, advertisements for recruitment, compensation, termination, upgrading, promotions, and other conditions of membership or selection of

board members, liaisons, volunteers, vendors, contractors, venues, sponsors, partners, bid competitions, or a cappella teams, on the basis of race, color, gender, national origin, age, religion (creed), disability, veteran's status, sexual orientation, gender identity or gender expression.

V. RESPONSIBILITIES

- A. ASA has a responsibility to uphold the principles listed above, investigate complaints, and take appropriate action to ensure that the community is free from discrimination and harassment.
- B. ASA is accountable for:
 - 1. taking action to prevent discrimination against affiliated individuals and identify and address any systemic barriers to equitable access and participation;
 - 2. providing a community and platform of expression and performance that is free of harassment and that supports the dignity and self-esteem of every member of the community;
 - 3. fostering an organizational culture that values and is responsive to the diversity of the members of the community;
 - 4. implementing fair and inclusive management and administrative practices that enable a broader and more diverse level of participation in membership and performance;
 - 5. enhancing the quality of community participation through the provision of culturally and socially inclusive values and initiatives; and
 - 6. developing changes that actively address the effects of past discrimination or disadvantage in the community and increase the participation and success of designated under-represented groups.
 - 7. investigating allegations of racial discrimination and making recommendations to resolve the matter.
- C. All associated individuals have a responsibility to uphold and act in accordance with principles promoting cultural diversity and inclusiveness
- D. All associated individuals have a responsibility to comply with this policy.

VI. BREACHES OF THIS POLICY

- A. Breaches of this Policy will be dealt with in accordance with ASA's Complaints Policy.
- B. The consequences for a proven breach will be determined at the discretion of ASA. Consequences range from, but are not limited to, monetary fines, probation, disqualification from competition, suspension from membership, or termination of contract.

VII. COMPLAINTS

- A. Any individual with a concern is encouraged to report it and seek assistance, in accordance with the procedures described in ASA's Complaints Policy.

- B. Complaints will be dealt with in a sensitive, timely and confidential manner.
- C. Complaints may be submitted anonymously, but this will significantly limit the extent to which ASA will be able to provide recommendations, perform corrective actions or place sanctions on participation.

VIII. RETALIATION

- A. Retaliation against a person who reports a potential violation under this Policy, assists someone with a report of a violation, or participates in any manner in an investigation or in the resolution of a complaint made under this Policy is strictly prohibited and will not be tolerated.
- B. Retaliation includes but is not limited to threats, intimidation, reprisals and/or adverse actions related to an individual's membership, leadership, or participation in a community-related activity, event, or organization.
- C. ASA will take appropriate steps to assure that a person who in good faith reports, complains about, or participates in an investigation pursuant to this Policy will not be subjected to retaliation.
- D. Individuals who believe they are experiencing retaliation are strongly encouraged to file a complaint with ASA using the same procedure outlined in the ASA [Complaints Policy](#).

IX. ADDITIONAL INFORMATION

- A. ASA reserves the right to make changes to any part of this policy from time to time.
- B. ASA reserves the right to investigate violations of policies at its own accord at any time and enact appropriate consequences up to the organization's discretion.
- C. We will notify the community about significant changes by making a post on our social media, by placing a prominent notice on our website, and/or by updating information on our policies page.
- D. ASA welcomes your questions or comments regarding this Non-Discrimination Policy. You may contact us via email at legal@desiacappella.org.