

Sierra Club – Equal Opportunity Policy (EOP) Summary

Effective Date: October 14, 2025

This policy applies to: employees (represented and non-represented), volunteers, applicants for employment, board members, fellows, interns, donors, vendors/contractors, consultants, visitors, and participants of Sierra Club–hosted events including National and Chapter Outings. These individuals are called Sierra Club stakeholders in the policy.

1. Purpose

The [Updated EOP](#) establishes clear expectations for respectful, inclusive conduct across the Sierra Club community. It prohibits discrimination, harassment, uncivil behavior and bullying, and provides clear processes for addressing violations.

2. Prohibited Conduct

Four categories of behavior are prohibited:

1. **Discrimination.** Discrimination is unfair or unequal treatment of an individual based on any of the [23 protected characteristics](#) listed in the EOP.
2. **Harassment.** Harassment is conduct that demeans, offends, humiliates and/or intimidates an individual based on any of the [23 protected characteristics](#) listed in the EOP.
3. **Uncivil Behavior.** Uncivil Behavior is rude, discourteous, or disrespectful statements or actions that are not based on a protected characteristic. This may include ignoring a person, interrupting a person, trivializing a person's contributions, gossiping about a person, or making fun of a person.
4. **Bullying.** Bullying is significantly negative behavior, above and beyond uncivil behavior. This may include humiliating an individual on an ongoing basis; circulating derogatory comments about an individual; or screaming or throwing objects at an individual.

3. Scope of Coverage

The policy applies to conduct by or toward any Sierra Club stakeholder in work-related, volunteer-related, or Sierra Club–sponsored contexts, including digital/online interactions.

4. Reporting Violations

Reports can be made by anyone covered under the policy, whether they directly experienced the conduct, observed it, or were informed about it.

Reporting Options:

1. Employees: Report to your manager, any manager, or the People Department (oral or written), or via [AllVoices](#) (anonymous option available).

2. Volunteers: Report to a EOP Volunteer Leader, managerial Chapter staff, or the People Department; or use [AllVoices](#). An EOP Volunteer Leader will be a Chapter Chair, up to two volunteers designated by the Chapter Chair, and a group of at-large EOP Volunteer Leaders to assist volunteers who are not associated with a chapter.
3. Others: Report to the People Department or via [AllVoices](#).
4. Anonymous Reports: Allowed via [AllVoices](#), but will limit the ability of the People Department to investigate.

5. Mandatory Reporting

Supervisors, EOP Volunteer Leaders, and managerial Chapter staff must forward any reports of discrimination, harassment, or bullying to the People Department. There is no mandatory reporting requirement for uncivil behavior, which should be addressed at the local level with People Department support if needed.

6. Resolution Approaches

Uncivil Behavior: Addressed and Resolved at the Local Level

Uncivil behavior (not discrimination, harassment or bullying) and workplace/organizational conflict should be addressed at the local level, with requested support from the People Department if absolutely necessary.

Discrimination, Harassment or Bullying: Investigation and Resolution

For discrimination, harassment, or bullying Sierra Club will conduct a formal investigation by an internal or external investigator, including interviews, review of documents, confidentiality protections, and a final report with recommended corrective actions.

Conflict and Dispute Resolution & Management (CDRM)

Conflict Dispute Resolution & Management (CDRM) consists of various means of resolving conflict, which include conciliation discussions, mediations, restorative justice processes and community learning. If resources are available, the People Department may recommend one of these components for specific conflicts.

7. Corrective Actions

If a violation is substantiated, corrective actions are proportional to the conduct:

- Employees: Verbal feedback, written warning, suspension (with or without pay), reassignment, denial of promotion, termination.
- Volunteers: Removal from leadership roles, ineligibility for leadership positions, restrictions on participation in Sierra Club activities, and removal from membership.

- **Other Stakeholders:** Actions consistent with contractual or participation terms.

With regard to employees and other Sierra Club stakeholders, the People Department will make the final determination on corrective actions. In some cases, the People Department will consult with the Legal Department.

In the case of a volunteer, a Volunteer Peer Review Group will assist the People Department in the determination of a corrective action. Sierra Club's [Bylaws and Standing Rules](#) require that termination of membership in Sierra Club must be reviewed and approved by a Panel consisting of the Executive Director or designee, the President, and the Chair of the Board Volunteer Leadership and Activism Committee. In addition, if the corrective action recommended by the People Department is permanent revocation of privileges, the volunteer has the right to appeal that corrective action to the Panel.

For any other Sierra Club stakeholders, please see the [policy](#).

8. Confidentiality

The identity of a person making a complaint of conduct that happened to them, of a person reporting conduct they observed or heard about, the subject of the report, and all witnesses will be kept confidential to the fullest extent possible, consistent with a fair and thorough process. Information will be shared only with those who need to know for the investigation. Participants are expected to use their discretion and good judgment in talking to others during the investigation.

9. Non-Retaliation

Retaliation against anyone who makes a report or participates in an investigation is prohibited. Sierra Club actively monitors for retaliation and takes immediate corrective action if it occurs.

10. Roles & Responsibilities

- **People Department:** Oversees reports, investigations, and corrective actions.
- **Supervisors/EOP Volunteer Leaders/Chapter managerial staff:** Receive reports, ensure mandatory reporting compliance, and address uncivil behavior locally.
- **Volunteer Peer Review Group:** Works with the People Department to review investigation reports and determine corrective actions for volunteers.

11. Additional Resources

The full policy includes references to federal, state, and local agencies for external reporting. Stakeholders are encouraged to use these resources if they choose.

For the full text of the 2025 Equal Opportunity Policy visit this [LINK](#).

To seek guidance, contact:

For questions about the 2025 EOP – eop.questions@sierraclub.org

To submit a report to the People Department – eop.report@sierraclub.org

To submit a report via the AllVoices Reporting Platform – <https://sierraclub.allvoices.co/>