

**Policy #2**  
**Anti-Discrimination Statement**

Next review: January 31, 2023

**Position**

Consistent with the CAFM Commission Charter, the Commission, in both its values and practices, is committed to best in class credentialing practices that foster inclusion, accessibility, and equity in all activities.

There shall be no barriers to participation in any activity of the Commission on the basis of race, creed, color, religion, age, citizenship, national origin, disability, sex, gender or sexual orientation. The Commission will seek diversity and inclusiveness in its business practices and will not condone any form of unlawful discrimination.

The CAFM Commission recognizes and values the diverse skills, perspectives and experiences of professionals in the automotive fleet management community and believes inclusiveness enhances the Commission's ability to serve the interests of professionals in fleet management, develop the workforce for fleet industry employers, and protect the public.

**Reporting**

Please report all incidents where you observe behaviors or practices that may be a violation of this policy, or which are otherwise making you or others feel unsafe, unwelcome, or uncomfortable. Anyone who believes someone is in physical danger should call their local authority's emergency number. If you have a report by and about an incident involving a CAFM applicant, candidate, designee, commissioner, volunteer, or NAFA staff member please contact NAFA's chief executive officer at [info@nafa.org](mailto:info@nafa.org) or NAFA's chief learning officer at [certification@nafa.org](mailto:certification@nafa.org) with the following information to initiate an investigation:

- Name(s) of the people involved, and contact information if available.
- If names are unknown, use descriptions and any identifiable info such as appearance, role, handle, project/community affiliation.
- Description of incident, including memorable dates, events, and locations.
- Relationship of the reporter to the subject of the alleged discrimination and the alleged aggressor.

If you want to make an anonymous report, understand that without contact information, it may be difficult to proceed with the investigation and update you when appropriate. Note the person taking the report may be required by law to disclose what they know in some circumstances.