InterFaith Alliance of the Southwest
Non-Discrimination and Anti-Harassment Policy

Purpose: IFASW is committed to creating an inclusive, respectful, and supportive environment for all individuals, regardless of their religious beliefs, backgrounds, or identities. IFASW strives to foster a culture that celebrates diversity, promotes understanding, and ensures that everyone feels safe, valued, and respected. IFASW honors and respect the diverse faith traditions of its community members. IFASW seeks to create an environment where individuals feel safe to express their beliefs and practices, while also ensuring that all individuals respect the beliefs and practices of others.

Scope: Applies to all Council/Advisory Group members, staff, volunteers, participants and individuals associated with IFASW. It covers all interactions and activities within the organization, including meetings, events, online platforms, and any other space where IFASW is represented.

Non-Discrimination Policy

IFASW does not tolerate discrimination in any form. Discrimination based on race, ethnicity, national origin, gender, sexual orientation, age, disability, religion, or any other characteristic protected by law is strictly prohibited. Every individual is entitled to be treated with dignity and respect, and IFASW is committed to providing equal opportunities for all.

Anti-Harassment Policy

Harassment, in any form, is unacceptable. This includes verbal, physical, and emotional abuse, intimidation, or unwelcome behavior based on an individual's race, religion, gender, sexual orientation, disability, or any other protected category. Harassment may include but is not limited to offensive jokes, slurs, derogatory comments, unwanted physical contact, or exclusionary behavior.

Sharing and teaching one's own religious, faith, or denominational beliefs and practices is not considered harassment—even when those beliefs may differ from or be painful to others with different convictions. The purpose of IFASW is to bring people together across diverse religious and spiritual traditions to share, learn, and grow in mutual understanding.

As a best practice, participants are encouraged to speak from personal experience and share about their own traditions, while recognizing and respecting that others may hold very different beliefs. It is appropriate to express one's convictions when done in a way that speaks to personal faith rather than labeling or judging others.

This approach fosters a respectful and inclusive environment where all voices can be heard and meaningful dialogue can take place.

Reporting and Accountability

Anyone experiencing or witnessing discrimination or harassment is encouraged to follow the procedures as laid out in the IFASW's Grievance Policy.

Commitment to Education and Training

IFASW is committed to providing ongoing training and education for all Council/Advisory Group members, staff, volunteers, and participants to help foster an environment of understanding, inclusivity, and mutual respect. IFASW will also work to raise awareness of the impact of discrimination and harassment, with a focus on the importance of interfaith dialog and cooperation.

Zero Tolerance

IFASW maintains a zero-tolerance policy for any behavior that undermines the dignity, respect, and rights of others. IFASW is committed to providing a safe space for all members, free from discrimination, harassment, or any form of mistreatment.