

**The Charles River Clean up Boat (CUB) is committed to providing all Employees and Volunteers a work environment free of unlawful discrimination or harassment. Consistent with our respect for the rights and dignity of each Employee and Volunteer, harassment based on race, color, religion, sex, sexual orientation, gender, national origin, age, disability, veteran status, or any other characteristic protected by law will not be sanctioned or tolerated. Every CUB Employee / Volunteer is expected to avoid any conduct that could reasonably be interpreted as discrimination or harassment in any way.**