

RDP Board Policies

NON-DISCRIMINATION POLICY

Preamble:

The Riverside Downtown Partnership (RDP) affirms that it does not condone discrimination or harassment directed toward any person or group within its community – volunteers, Board Members, staff, employees, or others associated with the RDP. Every individual in the RDP community ought to refrain from actions, conduct, or comments that are discriminatory or may reasonably be perceived as discriminatory or harassing. All members of the RDP community are responsible for the maintenance of a social environment in which people are free to work and volunteer without fear of discrimination. The RDP acknowledges its obligation to safeguard and enhance the dignity of every member within its community.

Policy:

The RDP prohibits discrimination in all of its programs, activities, and employment on the basis of race, color, national origin, gender, religion, age, physical, or mental disability, sexual orientation, marital or family status, or other arbitrary factors. The RDP endeavors to create a safe and productive work and volunteer environment that excludes actions or comments that may intimidate, demean, or undermine the security or self-esteem of others. RDP is an equal opportunity employer.

Process:

To report complaints of perceived discrimination on any of the above bases, or any other perceived discriminatory conduct, write to the Executive Director of the RDP at #100, 3666 University Ave., Riverside, CA, 92501. Written complaints received by the Executive Director will be referred to the Executive Committee who will form a sub-committee for the purposes of investigating the complaint. Complaints not received in writing will not be followed up on. The sub-committee shall consist of 3 or more RDP Board members who may or may not be Executive Committee members, and others as appropriate, for investigation into the alleged discrimination. Alternatively, an independent consultant or other appropriate person(s) may be engaged to conduct the investigation. The investigation shall include, where practicable, an interview with the complainant.

Results of any investigation shall be reported to the Executive Committee for determination, action, and resolution, as appropriate.

All reports of alleged discrimination will be kept in confidence, except with respect to all disclosures to law enforcement agencies required by any local, county, state or federal ordinance, regulation, rule or statute, and except as laid out above.

Written complaints received shall be kept on file at the offices of the RDP for the period of five (5) years after the complaint is received, or for the time required by law. Except as required by law, no records maintained by the RDP will be released without the written consent of the complainant and the alleged actor.

ENDORSEMENT POLICY

The Riverside Downtown Partnership advocates for Downtown Riverside, and in particular, for those projects that will enable Downtown to realize its full potential.

As part of its advocacy role, the Riverside Downtown Partnership may periodically endorse a project or a proposed development, and as part of that endorsement, may provide verbal and written support. This support may take the form of letters or of public statements of endorsement.

The Riverside Downtown Partnership has the following objectives for downtown development:

- Compliance with the Downtown Specific Plan
- Effective and efficient land use
- Broad mix of economic activities
- High density of activity
- Contribution to the economic strength of downtown
- Benefits to the existing tax base
- Creation of an urban streetscape
- Elimination of urban blight
- Accessible parking
- Art in public places

Projects or proposed developments being considered for endorsement will be assessed on the degree to which they achieve one or more of these objectives.

In determining if a project or proposed development contains desired components, the Riverside Downtown Partnership may also consider the following additional objectives:

- Inclusion of a residential component
- Contribution to diversity of experience and culture
- Promotion of a safe, healthy and clean environment
- Extension of hours and days of downtown activity

It is recognized that due to the representative nature of the Board of Directors of the Riverside Downtown Partnership, there may be instances in which a member of the Board of Directors is directly involved in a project or proposed development that is seeking endorsement. Such direct involvement of a Board member will not preclude endorsement by the Riverside Downtown Partnership. However, the Board member must declare the potential conflict of interest to the Chair and to the Board of Directors. The Board member may participate in any committee or Board discussions pertaining to the endorsement of the particular project or proposed development but must abstain from any vote regarding endorsement.