



HOMENETMEN Glendale Ararat Chapter

3347 N. San Fernando Road, Los Angeles, CA 90065 Tel: (323) 256-2564 Fax: (323) 256-0639 www.ararat.org

HARASSMENT PREVENTION POLICY

Homenetmen Glendale Ararat Chapter (hereinafter referred to as “Ararat”) is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to be in a productive community environment that promotes equal opportunities and prohibits discriminatory practices, including harassment.

Therefore, Ararat expects that all relationships among individuals will be free of bias, prejudice, discrimination, and harassment.

In order to keep this commitment, Ararat maintains a strict policy of prohibiting harassment of any kind, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability, or any other characteristic protected by state, federal, or local employment discrimination laws.

This policy applies to all members, volunteers, employees, staff, participants, and attendees at all Ararat events or activities. Members include, but are not limited to, leaders, coaches, committee members, division executive members, and chapter executive board members.

Examples of harassment include, but are not limited to:

- Verbal conduct such as remarks, derogatory jokes or comments, slurs or unwanted sexual advances, noises, whistling, invitations, or comments about a person’s sexuality or sexual experience.
- Visual conduct such as derogatory and/or sexually oriented electronic communications (e.g., social media communications, text messages, and e-emails), posters, photography, cartoons, drawings, or gestures.
- Subjecting or threatening to subject a person to unwelcome sexual attention or conduct.
- Physical conduct such as assault, unwanted touching, or blocking normal movement.
- Any conduct that has the purpose or effect of substantially interfering with an individual’s participation in or attendance at any organizational activities or events, or creating an intimidating, hostile, or offensive environment.
- Preferential treatment, promise of preferential treatment, threats, or demands to submit to sexual requests in exchange for benefits, rewards, advancements, or opportunities.
- Retaliation for having reported or threatened to report harassment.

If any individual believes that they or somebody they know has experienced any form of harassment, they are strongly encouraged to immediately notify his or her coach/leader, athletic office, any member of their division executive committee, or any member of the Chapter Executive Board. Any coach/leader, athletic office employee, or any division executive committee member who receives notice of any form of harassment must immediately and

directly notify the Chapter Executive Board, and must maintain the contents of the report in confidence.

All individuals should be truthful in making reports, responding to reports, and providing information in an investigation.

Reports of harassment can be made anonymously, if desired.

Upon being notified, the Chapter Executive Board, or those designated by the Chapter Executive Board, will undertake a prompt, thorough, objective, and good faith investigation of the harassment report. All reports will be treated with confidentiality, to the extent possible.

If the Chapter Executive Board determines that harassment has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any individual determined to be responsible for harassment will be subject to appropriate disciplinary action as is afforded to Ararat pursuant to the Homenetmen WUSA Internal Bylaws Sections 471 – 484.

In the event that a report gives rise to an obligation (either as a matter of law or external commitments) to report an incident, behavior, or other circumstances to law enforcement or other appropriate authorities, such as in cases involving minors, such a report will be made in accordance with the law and the relevant external commitments.

Individuals will not be retaliated against for filing a complaint and/or assisting in a complaint or investigation process in good faith, regardless of the outcome. Further, the Chapter Executive Board will not tolerate or permit retaliation by any person against any complainant or anyone assisting in a harassment investigation.

Please feel free to ask questions, make suggestions, or ask for support by emailing report@ararat.org.