



HOMENETMEN GLENDALE ARARAT

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Homenetmen Glendale Ararat

Harassment Prevention Policy

Homenetmen Glendale Ararat (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, 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 Ararat 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 or rewards.
- Retaliation for having reported or threatened to report harassment.

If any individual believes that they have experienced any form of harassment, they should immediately notify his or her coach/leader, athletic office, any member of their division executive committee, or any member of the Ararat 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 Ararat 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.

Upon being notified, the Ararat 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 Ararat 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.

Individuals will not be retaliated against for filing a complaint and/or assisting in a complaint or investigation process. Further, the Ararat 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 calling (323) 256-2564 or emailing info@ararat.org.

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