



## **ANTI-DISCRIMINATION AND SEXUAL HARASSMENT POLICY**

### **Anti-Discrimination:**

It is the policy of the USAV Moku O Keawe Region as to not discriminate against any person on the basis of race, color, religious affiliations, sex, gender identity, age, national origin, handicap or other personal affiliations. Our Region will comply with all anti-discrimination laws outlined by local, regional and/or federal law.

### **Sexual Harassment:**

As an extension to the USA Volleyball Participant Code of Conduct, by which all members of the Moku Region (the Region) are bound; and, to establish the Region's prohibition of such harassment, to define procedure for reporting such harassment, and to establish guidelines for the administration of discipline, the Region does hereby adopt the following policy on sexual harassment (the Policy).

### **Policy**

The Region believes that all of its members have the right to an environment totally free of sexual harassment and ethnic, racial, discriminatory, or sexual joking and epithets. Sexual harassment is illegal and will not be tolerated by the Region. Any employee or member of the Region who engages in sexual harassment will be subjected to disciplinary action.

### **Definition**

Sexual harassment is described as a continuing pattern of unwelcome sexual overtures, request for sexual favors, or other conduct of a sexual nature when submission to, or rejection of, such conduct by an individual is used as the basis for participation or team selection decisions; or such conduct has the purpose or effect of unreasonably interfering with an individual's opportunity to participate in volleyball events or creating an intimidating, hostile or offensive environment.

Conduct constituting sexual harassment may include, but not be limited to: suggestive comments about physical appearance; leering or staring; use or display of sexual material not legitimately connected to participation in volleyball; sexual teasing; jokes with sexual themes; unwanted physical conduct; promises or rewards in return for sexual favors; sexual assault or certain sexual physical contact; and touching, propositions or advances.

## **Response to Sexual Harassment**

If you are a Region member and are sexually harassed by another Region member, you may take any or all of the following actions:

- Respond immediately and do not ignore the problem; and
- Speak to the offender about his or her behavior. Additionally, you should report such behavior to your coach and the Commissioner.

## **Complaints**

If you are a Region member and are sexually harassed by another Region member, you should immediately notify your coach and/or team representative, as applicable, and the Commissioner.

Please send the following information, in writing to the Commissioner: a) your name; b) the name of the alleged offender; c) the specific nature and dates of the sexual harassment; and d) witnesses to the actions, if any. The name and address of the Commissioner is listed in the front of the Handbook.

The Commissioner will investigate the charges. Any member may be suspended from participation in sanctioned events, pending the investigation. Based upon the results of the investigation, and on a case-by-case basis, the Commissioner or his duly assigned designee will determine whether the conduct of the alleged offender constitutes sexual harassment. If a determination that the member is guilty of sexual harassment is made, immediate and appropriate disciplinary action will be taken. The disciplinary action will be consistent with the nature and severity of the offense, and shall be approved by the Review Board. Such disciplinary action may include, but shall not be limited to warnings; suspension; termination; or permanent expulsion from the Region. Additionally, any member who fails to cooperate in an investigation of alleged sexual harassment is subject to appropriate sanctions including without limitation, all of the above.

## **Appeals**

Any member who feels he or she has not been treated fairly according to these policies should utilize the Region's due process procedures.

## **Amendment**

This policy may be amended from time to time as recommended by the Commissioner and/or adopted by the Board.