HARASSMENT, BULLYING AND CHILD PROTECTION POLICY

The Bailey’s Crossroads Rotary Club (Club) is committed to an environment free of harassment, bullying and abuse. The Club places great emphasis and takes great pride in its work with people in the community, including young people, and the elderly. The Club does not condone sexual harassment and harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by federal, state, or local law or ordinance or regulation. It is the responsibility of every Rotarian to safeguard the welfare of every person with whom they come into contact during their activities as a Rotarian.

Prohibited harassment\* includes but is not limited to, the following behavior:

• Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or comments;

• Bullying, such as the activity of repeated, aggressive behavior intended to hurt another individual physically, mentally, or emotionally;

• Visual displays such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings or gestures;

• Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race, or any other protected basis;

• Threats and demands to submit to sexual requests as to avoid some other loss, and offers of benefits in return for sexual favors; and

• Retaliation for reporting or threatening to report harassment.

Any person believing that he, she, or anyone else has been harassed or bullied, including members of the Club, should submit a written complaint to the Club President or the Club’s immediate past President or President- elect as soon as possible after the incident. These three individuals; President, President Elect and Immediate Past President , shall comprise the Club’s Harassment Committee. In the event one of these individuals is the accused, he or she shall recuses themselves from the committee. The complaint should include details of the incident or incidents, names of the individuals involved, and names of any witnesses. All harassment complaints submitted to the Harassment Committee should immediately be the subject of an effective, thorough, and objective investigation of the harassment allegations by the Committee, If the harassment cannot be resolved within 10 days to the satisfaction of all parties, the Harassment Committee in its’ discretion shall forward the complaint to the Board of Directors and/or The District Governor. *If the Club’s Board of Directors determines that harassment has occurred, the Club should take effective remedial action appropriate to the circumstances involved, including, when appropriate, suspension or expulsion of the member as a Rotarian in the Club; provided that any such action shall be taken in conformity with the requirements of the Rotary International Manual of Procedure and the Club’s Constitution and Bylaws, as in effect at the time of the alleged* *harassment*.

Should the Club be unable to resolve an allegation of harassment, and the Club’s Board of Directors requests the District to intervene, or if the District Governor deems it necessary for the District to intervene, a Rotary District representative may, at the option of the District Governor or other person or persons designated by the District Governor, intervene, investigate, and advise all parties concerned of the results of the investigation. In such cases, the District Governor or the District Governor’s designee may take remedial action as appropriate to the circumstances involved, including suspension or expulsion of the Rotarian from the Club or the District, or both, or referral of the matter back to the Club for appropriate disposition in conformity with the requirements of the Rotary International Manual of Procedure and the Club’s Constitution and Bylaws, as in effect at the time of the alleged harassment.

The Club will not retaliate against any member for filing a complaint and will not tolerate or permit retaliation by any member of the Club or other Rotarians. Strict confidentiality is expected from all parties involved.

Notwithstanding the process detailed herein, any complaint of harassment or abuse made by or on behalf of a minor, shall be immediately referred to the District 7610 Youth Service Committee Chair, in accordance with District policy. The Club recognizes that abuse involving youth may be a criminal offense and acknowledges that District 7610 and Rotary International have detailed procedures to handle such transgressions. The Club agrees to abide by and to be bound by the Youth Protection Guide and appropriate policies issued by District 7610, and RI.

The Club encourages all members to report any incidents of harassment forbidden by this policy immediately to a member of the Harassment Committee so that complaints can be quickly and fairly resolved.

 \*See Rotary Code of Policies 26.120