



ANTI-HARASSMENT POLICY

It is a violation of federal and/or state law to discriminate against, or harass anyone at work because of their race, color, age, religion, sex, disability, national origin, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, source of income, place of business or residence, pregnancy, child birth, or related conditions. DC Stoddert Soccer is committed to meet all applicable laws and regulations and to extend its non-discrimination and anti-harassment policy to implementation of its programs. DC Stoddert is also committed to the protection of the children, young adults, and adults that participate in DC Stoddert Soccer programs.

If you believe that you have been subject to discrimination or harassment by a co-worker, supervisor, contractor, volunteer, coach or vendor, or by anyone else during the course of your employment or participation in DC Stoddert Soccer programs, please report your concerns immediately to the Administrator or any Officer of the Organization. Retaliation against an employee by any person under the Organization's control for opposing such harassment, for filing a bona fide complaint of discriminatory harassment, or for providing information in good faith regarding another employee's complaint will not be tolerated.

Once a complaint of discrimination or harassment has been filed, an investigation will be conducted. The nature and extent of the investigation will depend upon the complaint. The intent is to obtain further information about the events/conduct complained of, to enable the person(s) named in the complaint to tell their side of the story, to determine whether discrimination or harassment has in fact occurred, and to develop an appropriate resolution. You may be asked to put your complaint in writing, or the person with whom you discuss your complaint might take notes and ask you to sign them. All employees and contractors are expected to cooperate with any organization-sponsored investigation of a complaint, upon the request of the Administrator or an Officer of the organization.

Any employee who is determined to have committed discriminatory harassment or retaliation or who fails to cooperate with an investigation of discriminatory harassment or retaliation will be subject to disciplinary action, up to and including termination. Any contractor who is determined to have committed discriminatory harassment or retaliation or who fails to cooperate with an investigation of discriminatory harassment or retaliation will be subject to termination of their contract.

Sexual Harassment

Sexual harassment is a form of discriminatory harassment and will be treated in accordance with the discriminatory harassment policy outlined above. It is defined in detail as follows.

Sexual harassment is unwelcome conduct of a sexual nature when:

- (a) submission to such conduct is made (explicitly or implicitly) a term or condition of the individual's employment;
- (b) submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual; or
- (c) the conduct has the purpose or effect of unreasonably interfering with the individual's job performance or creating an intimidating, hostile, or offensive working environment.

Examples of some of the kinds of conduct that violate our Sexual Harassment policy include:

1. Sexual assaults, including rape and molestation, and attempts or threats to commit these assaults;
2. Unwanted intentional contact of a sexual or suggestive nature, such as touching, pinching, patting, grabbing, kissing, brushing against or poking a person's body;
3. Unwanted sexual advances, propositions or comments, including sexually oriented gestures, jokes or comments about a person's sexuality or sexual experience;
4. Preferential treatment or the promise of preferential treatment to an employee for engaging in sexual conduct;
5. Displaying or publicizing pictures, posters, reading materials, calendars, objects, etc. that are sexually suggestive, sexually demeaning or pornographic; and
6. Disciplining or retaliating against an employee in any way because s/he has resisted, reported or complained about sexual harassment.

If you feel that you have been sexually harassed or if you believe you have witnessed another person being sexually harassed, report your concerns immediately as set forth in this Policy.