



## **Harassment Policy**

- We expect every person associated with CYASC to be treated with fairness, respect, and dignity.
- Accordingly, any form of discrimination or harassment related to an individual's race, color, religion, gender, pregnancy, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran is a violation of this policy and will be treated as a disciplinary matter. For these purposes, the term harassment includes slurs and any other offensive remarks, jokes, graphic material, or other offensive verbal, written or physical conduct.
- CYASC is committed to maintaining a safe and healthy environment and takes all appropriate health and safety precautions consistent with current medical knowledge. Board members, coaches, assistant coaches, contractors, volunteers, parents, and players may not refuse to work with, cooperate with, withhold services from or otherwise harass, intimidate, demean or isolate an individual because of a known or suspected disability or non-communicable disease or because of an individual's association with a person with a disability or non-communicable disease.
- If you have any questions about what constitutes harassing behavior, ask the club Director or President of the Board. Sexual harassment is a form of harassment that has been defined as including unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when submission is explicitly or implicitly a term or condition of employment, including contractors/appointment to the board of directors or other volunteer position or the basis for these decisions affecting the individual, or when such conduct has the purpose or effect of interfering with an individual's performance or of creating an intimidating, hostile, or offensive work environment.
- Sexual harassment does not encompass behavior or occasional compliments of a socially - acceptable nature. It does encompass behavior of a sexual nature that is not welcome, that is objectively offensive and that alters the terms and conditions of your employment/volunteer position.

- Specifically, sexual harassment is conduct that is both severe and pervasive. Examples of such conduct may include: demands for sexual favors,

sexual innuendos, sexually suggestive comments, jokes of a sexual nature, sexual propositions, sexually suggestive objects or pictures, suggestive/obscene gestures, or unwanted physical contact (including touching, pinching, coerced sexual

- (Intercourse, and assault). Sexting photos, requests for photos, sharing gossip of sexual behavior of a minor. All information will be shared with the Thurmont Police Department and Maryland State Police..
- If you feel that you or any member have been a victim of discrimination or harassment by someone affiliated with the organization or if you become aware of such behavior, you should contact the CYASC Director or any member of the board with whom you feel comfortable discussing your concerns. We will take all steps necessary to prevent any form of discrimination or harassment. All board members are informed of this policy and have been instructed as to what constitutes proper and improper behavior. We are prepared to promptly take steps necessary to enforce this policy. The Club requires prompt reporting so that appropriate discipline and/or corrective action may be taken. Late reporting may materially hamper the Club's ability to investigate and respond. CYASC will promptly investigate all complaints and will endeavor to handle these matters expeditiously, confidentially to the extent possible, and in a professional manner to protect the offended individual and other individuals providing relevant information. When the situation is fully understood by the board, prompt and appropriate action will be taken.
- Violation of this policy by a person associated with the club will subject that person to disciplinary action, possibly including removal from the club.
- There will be no retaliation against anyone for stepping forward with a concern regarding any type of harassment.
- Anyone having any questions concerning this policy should contact the Club Director or President of the Board for a confidential discussion, and all individuals are assured that the utmost discretion will be used in the handling of such matters.