

## **Climbing Wall Association Anti-Discrimination and Anti-Harassment Policy**

The Climbing Wall Association has adopted a zero-tolerance policy toward discrimination and all forms of unlawful harassment, including but not limited to sexual harassment. This zero-tolerance policy means that no form of unlawful discriminatory or harassing conduct by or towards any employee, member, vendor, or other person in our workplace or job sites will be tolerated. The Association is committed to enforcing its policy at all levels within the Association. Any officer, director, manager, supervisor, or employee who engages in prohibited discrimination or harassment will be subject to discipline, ranging from a letter of warning to immediate discharge from employment or removal from leadership for a first offense.

### ***Conduct Covered by this Policy:***

This policy applies to and prohibits all forms of illegal harassment and discrimination, not only sexual harassment. Accordingly, the Association **absolutely prohibits** harassment or discrimination based on sex, age, disability, perceived disability, marital status, personal appearance, sexual orientation, race, color, religion, national origin, veteran status or any other legally protected characteristic.

### ***Sexual Harassment:***

Because confusion often arises concerning the meaning of sexual harassment in particular, it deserves special mention. Sexual harassment may take many forms, including the following:

- Offensive and unwelcome sexual invitations, whether or not the employee submits to the invitation, and particularly when a spoken or implied *quid pro quo* for sexual favors is a benefit of employment, continued employment, or promotion;
- Offensive and unwelcome conduct of a sexual nature, including sexually-graphic spoken comments; offensive comments transmitted by e-mail or another messaging system; offensive or suggestive images or graphics whether physically present in the workplace or accessed over the Internet; or the possession of or use of sexually suggestive objects; and
- Offensive and unwelcome physical contact of a sexual nature, including the touching of another's body; the touching or display of one's own body, or any similar conduct or contact.

### ***Computer Messaging and Information Systems:***

Employees are particularly cautioned that the use of e-mail, voice mail, or other electronic messaging systems, or the Internet, may give rise to liability for harassment. Employees may not generate, should not store, and must not forward, any message or graphic that might be taken as offensive based on sex, gender, or other protected characteristic. This includes, for

example, the generation or forwarding of offensive “humor” which contains offensive terms or images. Employees receiving offensive messages over the Association’s computer equipment, or receiving other unlawfully offensive messages or graphics over the Association’s computer equipment, should report those messages to their supervisor or other appropriate manager.

Officers, directors, managers, supervisors, and employees are reminded that the Association’s computers and the data generated on, stored in, or transmitted to or from the Association’s computers remain the property of the Association for all purposes. The Association retains the right to monitor its computers, computer systems, and networks to ensure compliance with this requirement.

***Procedures in Cases of Harassment:***

Any Association employee who believes that he or she has been subjected to unlawful harassment of any kind has the responsibility to report the harassment immediately to her or his supervisor. If the employee is uncomfortable reporting the harassment to her or his immediate supervisor (whether because the supervisor has committed the harassment, or for any other reason whatsoever), the employee must report the harassment to the next higher level of management above the immediate supervisor or, if the employee prefers, to the President, or Chair of Board of the Association.

The Association is committed to taking all reasonable steps to prevent harassment, and will make every reasonable effort promptly and completely to address and correct any harassment that may occur. However, the Association cannot take prompt and effective remedial action unless each employee assumes the responsibility of reporting any incident of harassment immediately to an appropriate supervisory employee or officer.

Every report of harassment will be investigated promptly and impartially, with every effort to maintain employee confidentiality. The complainant and the accused will be informed of the results of the investigation. If the Association finds that its policy has been violated, it will take appropriate corrective and remedial action, up to and including discharge of offending officers or employees, and/or similarly appropriate action towards offending vendors, contractors, or members.

***Reporting Without Fear of Retaliation:***

No Association officer, director, manager, supervisor, or employee will be retaliated against for reporting harassment. This no-retaliation policy applies whether a good faith complaint of harassment is well-founded or ultimately determined to be unfounded.

No Association officer, director, manager or supervisor is authorized, or permitted, to retaliate or to take any adverse employment action whatsoever against anyone for reporting unlawful harassment, or for opposing any other discriminatory practice in the workplace.