

Pentagon Ski Club, Inc.
Anti Harassment and Anti Discrimination Policy

As approved at the November 4, 2005 Council Meeting

The Pentagon Ski Club, Inc. (PSC) has a policy of ensuring an environment that respects the dignity and worth of each individual and is free from all forms of unlawful discrimination in PSC activities, including sexual harassment and harassment on the basis of race, color, age, sex, religion, national origin, sexual orientation, disability, veteran status or any other characteristic protected by law.

This policy is consistent with the requirements and objectives set forth by the Equal Opportunity Commission guidelines that are based on Section 703 Title VII of the 1964 Civil Rights Act. Any harassment that may upset PSC member morale and interfere with the member's participation in club events is intolerable, and will be dealt with as a serious violation of PSC policy. All PSC council members, elected officials, committee members and trip leaders are responsible for implementing and monitoring compliance with this policy. This policy applies at all times that members are engaged in PSC sponsored activities.

Definitions

Sexual harassment is demonstrated by unwelcome sexual advance, requests for sexual favors, and other verbal or physical conduct of a sexual or gender-based nature, when,

- Submission to this conduct is an explicit or implicit term or condition of a member's participation in PSC activities; or
- Submission to or rejection of the conduct is used as a basis for decision affecting the participation of a club member in PSC activities; or
- The conduct has the purpose or effect of substantially interfering with a member's participation in club activities or creating an intimidating, hostile or offensive environment during PSC activities.

Other harassment is demonstrated by verbal or physical conduct that denigrates or shows hostility or aversion toward a club member because of his or her race, color, religion, gender, national origin, sexual orientation, veteran status, age, disability, or other characteristic protected by law, when the conduct has the purpose or effect of creating an intimidating, hostile or offensive environment or unreasonably interfering with a club member's participation in PSC activities.

Some examples of what may constitute harassment include, but are not limited to: threatening to take adverse actions for participation in club activities if sexual favors are not granted; unwelcome and repeated flirtation, propositions or advances; using epithets, slurs, or explicit or offensive language directed at persons of protected characteristics; threatening, intimidating or engaging in hostile acts that focus on a protected characteristic, including jokes or pranks; placing on walls, bulletins boards or elsewhere where PSC activities are conducted, or viewing or circulating among members via e-mail

or other means, written or graphic material that is sexually suggestive or denigrates or shows hostility or aversion toward a person or group because of a protected characteristic.

Policy

Any club member who feels they are a victim of harassment and unable to resolve the problem with the person committing the harassment should promptly notify a member of the PSC Council. Members should feel free to raise their concerns and make reports without fear of reprisal.

PSC Council members who observe or become aware of any such harassment shall report the matter to the PSC Council as a whole. The PSC Council will conduct a thorough investigation and implement appropriate action and disciplinary procedures. Violators of this policy will be subject to reprimand and discipline up to and including termination of their membership in PSC.