



Upper Snoqualmie Valley Elk Management Group

SUBJECT: USVEMG Equal Opportunity, Human Relations, and Sexual Harassment Prevention Policies (2015).

General: USVEMG embraces the United States Constitution and Bill of Rights and their principles commonly accepted for all citizens and its members. This means that membership is open to all who wish to participate in our mission regardless of race, color, national origin, religious orientation or lack thereof, sex, sexual preference, age, or disability.

Derivative from those founding documents, amendments thereto, and current law is the right to be free from sexual harassment in one's daily life, whether in the workplace, schools and universities, places of worship, public places or in various volunteer organizations. This document focuses on sexual harassment in an all-volunteer not-for-profit organization and specifically the Upper Snoqualmie Valley Elk Management Group, or USVEMG.

Policy: USVEMG will not tolerate sexual harassment of its members, guests, or volunteers in any of its activities. Allegations of sexual harassment will be investigated on a timely basis and appropriate action will be taken.

Organizations must be guided by federal and state case law in their interpretation of sexual harassment complaints and will need to determine sexual harassment on a case-by-case basis.

Nothing in this policy should be construed as diminishing or otherwise modifying an individual's right to bring an action under federal or state law alleging that the individual has been harmed by conduct or communication related to the individual's sex, race, creed, color, national origin, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal.

Sexual Harassment Definition: The legal definition of sexual harassment differs by jurisdiction. Accordingly, the Washington State definition will be used in this document.

Sexual harassment means **unwelcome** sexual advances, requests for sexual favors, sexually motivated physical contact, or other verbal or physical conduct or communication of a sexual nature between two or more individuals if:

- (a) Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining an education or employment;
- (b) Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's education or employment; or
- (c) That conduct or communication has the purpose or effect of substantially interfering with an individual's educational or work performance, or of creating an intimidating, hostile, or offensive educational or work environment.
- (d) For the purpose of this definition, sexual harassment may include conduct or communication that involves adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male, and female to female.

Explanation:

The keyword in defining sexual harassment is the word, “unwelcome” comments or behavior of a sexual nature. A particular incident of harassment may or may not include any explicitly sexual behavior, but it always involves some form of abuse of power. Additionally, it is important to closely examine the “sexual” aspect of sexual harassment, because sexuality is often used as a justification for this social practice. Moreover, confusion about the difference between sexual invitation and sexual harassment is commonplace.

Many men and women around the world believe that sexual harassment is a practice based on simple sexual attraction. It is often seen as an expression of male interest and a form of flattering sexual attention for women – a sometimes vulgar but essentially harmless romantic game, well within the range of normal, acceptable behavior between men and women. However, the difference between invitation and harassment is the use of power. Harassment is not a form of courtship and it is not meant to appeal to anyone. It is designed to coerce someone, not to attract them. When the recipient of sexual harassment has no choice in the encounter, or has reason to fear the repercussions if he/she declines the interaction, the relationship has moved out of the realm of invitation and courtship into the arena of intimidation and aggression.

Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may in and of themselves meet the definition of sexual harassment:

- (a) Sexual pranks, or repeated sexual teasing, jokes, or innuendo, in person or via e-mail;
- (b) Verbal abuse of a sexual nature;
- (c) Touching or grabbing of a sexual nature; blocking a person’s movement, restraining to coerce conversation or communication;
- (d) Repeatedly standing too close to or brushing up against a person;
- (e) Repeatedly asking a person to socialize when the person has said no or has indicated he or she is not interested;

- (f) Giving gifts or leaving objects that are sexually suggestive;
- (g) Repeatedly making sexually suggestive gestures;
- (h) Making or posting sexually demeaning or offensive pictures, cartoons or other materials in the workplace; and
- (i) Off-duty, unwelcome conduct of a sexual nature that affects the work environment.
- (j) Unwelcome flirting and attention.

Procedures: If one feels that they are being harassed in any manner the incident should be reported immediately to an USVEMG officer (President, Vice President, Secretary, Treasurer, and Chairpersons of Elk Research and Education and Outreach Committees).

The officers will appoint an investigating officer who will conduct interviews, gather the facts relating to the incident and report back to the officer group with findings and recommendations. In all cases the person alleged to have engaged in sexual harassment will be interviewed. Investigations will be completed on a timely basis within hours or days, not weeks or longer. Most reports should be verbal; however, unusually complex or egregious incidents may require written summaries.

Corrective Actions: The officers have the authority to dismiss complaints, adjudge admonishment, reprimand, termination of office and/or membership. These are derivative from Roberts Rules of Order, Part III. Miscellaneous Articles XIV, Legal Rights, Section 66. Right of Deliberative Assemblies to Punish Members.

Officers do not have the authority to judge punitive actions which can only be imposed by federal and state jurisdictions.

Appeals: A respondent has the right to appeal to the USVEMG Board (officers and directors) any adverse action. The Board will complete appeal reviews within 30 days of receipt.

Approved by the Board-January 19, 2014



Andrea Toomey
President