

## Sexual Harassment Policy

Belmont Youth Basketball Association (BYBA) seeks to provide an environment within BYBA that is free from all types of discrimination, including sexual harassment or abuse. Sexual harassment can occur in various ways, including (without limitation) volunteer to player, player to volunteer, player to player, volunteer to volunteer, adult to adult, male to female, female to male, male to male and female to female.

Any volunteer member, player or other person who has been found by BYBA to have engaged in sexually harassing conduct will be subject to disciplinary action up to and including discharge (for an volunteer), expulsion (for a player), or other appropriate corrective action deemed appropriate by BYBA.

BYBA will investigate promptly any complaint of discrimination or harassment received and take immediate and appropriate corrective action where warranted, including the notification of law enforcement if deemed appropriate by BYBA.

### Definitions

Sexual harassment is defined to include (but may not be limited to) the following types of behavior:

- Unwelcome conduct of a sexual nature about or because of the recipient's gender. Examples include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually-related comments. Depending upon the circumstances, harassment can also include unwelcome sexual joking, teasing or other conduct directed toward a person because of his or her gender which creates a hostile, intimidating or offensive environment.
- The threat, suggestion or innuendo that a volunteer's position or advancement, assignment, etc., or a player's position, playing time or other various opportunities depends on tolerance of or submission to sexual demands.
- Unwelcome sexual advances, requests for sexual favors, physical contact of sexual nature, or other verbal conduct or communications of a sexual nature if:
  - (1) Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining a position or any other promise;
  - (2) Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's volunteerism or play; or
  - (3) That conduct or communication has the purpose or effect of substantially interfering with an individual's performance, or of creating an intimidating, hostile, or offensive environment.

BYBA will never consider conduct of a sexual nature between an adult and a youth player to be welcome or appropriate.

### Reporting Responsibilities

Individuals are strongly encouraged to report any incidents of behavior that they consider to be sexual harassment, whether the behavior was directed at them or was observed to have been directed at another individual. All volunteer staff members are responsible for informing a member of the BYBA Board of Directors of any such behavior they observe, and of any complaint or report of sexual harassment received from a parent, player or other third party.

All volunteer members, parents and players are expected to cooperate fully with the investigation of any complaints of possible sexual harassment, and to provide complete and truthful information to BYBA.

### How and Where to Report

Complaints or reports may be brought to the attention of any member of the BYBA Board of Directors. If the complaint in any way implicates a member of the BYBA Board of Directors, the complaint should be made to

a Board Member not involved with the incident.

Any investigation of a complaint will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. BYBA prohibits retaliation against an individual who reports in good faith a claim of sexual harassment under this policy or who cooperates in good faith in an investigation of such a report in accordance with this policy.

### **Three 3 Person Rule**

To limit any opportunity of sexual harassment and/or abuse BYBA has adopted the "Three Person Rule". This requires that no single volunteer is alone at any time with a player other than their own child. At all times for practice, games, special events, etc. there must be three persons present. This could include a volunteer – volunteer – player or volunteer – player – player.

### **Dissemination of Sexual Harassment Policy**

BYBA's sexual harassment policy shall be posted on the website so that it is available to each volunteer, parent and player.