



## **Anti-Harassment/Anti-Discrimination Policy**

### **Objective**

Wheaton Briarcliffe Youth Baseball (WBYB) is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, WBYB expects that all relationships among persons will be free of bias, prejudice and harassment.

WBYB has developed this policy to ensure that all its volunteers can work in an environment free from unlawful harassment, discrimination and retaliation. WBYB will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

Any person who has questions or concerns about these policies should talk with a board member immediately.

These policies should not, and may not, be used as a basis for excluding or separating individuals of a particular gender, or any other protected characteristic, from participating in business or work-related social activities or discussions. In other words, no one should make the mistake of engaging in discrimination or exclusion to avoid allegations of harassment. The law and the policies of WBYB prohibit disparate treatment on the basis of sex or any other protected characteristic, with regard to terms, conditions, privileges and perquisites of employment. The prohibitions against harassment, discrimination and retaliation are intended to complement and further those policies, not to form the basis of an exception to them.

### ***Equal opportunity***

It is the policy of WBYB to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law. WBYB prohibits any such discrimination or harassment.

### ***Retaliation***

WBYB encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of WBYB to promptly and thoroughly investigate such reports. WBYB prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

### ***Harassment***

Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive

work environment, b) has the purpose or effect of unreasonably interfering with an individual's work performance, or c) otherwise adversely affects an individual's employment opportunities.

Harassing conduct includes epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is placed on walls or elsewhere on the employer's premises or circulated in the workplace, on company time or using company equipment by e-mail, phone (including voice messages), text messages, social networking sites or other means.

### **Individuals and Conduct Covered**

These policies apply to all persons, whether related to conduct engaged in by fellow volunteers or by someone not directly connected to WBYB (e.g., an outside vendor, consultant or customer).

Conduct prohibited by these policies is unacceptable and in any volunteer-related setting, such as meetings and social events.