

BLUE Anti-Harassment Policy

PURPOSE

BLUE's anti-harassment policy aims to address and prevent antagonistic situations that violate the dignity of its employees and members. BLUE is committed to maintaining a safe and positive environment free from acts of harassment. Examples include those related to hostility in the workplace, sexual relations, race, ethnicity, national origin, disability, religion, age, gender, sexual orientation, and gender identity. These actions can include but are not limited to incidents of intimidation, humiliation, degradation, bullying, discrimination, or other undesirable verbal, non-verbal, or physical conduct toward one person or a group of people. The offending behavior(s) are not limited to in-person situations but also applies to online/remote interactions. Every employee and member of BLUE is expected to abide by this policy. No individual will be adversely affected in employment and/or membership as a result of bringing complaints of unlawful harassment to BLUE's attention.

REPORTING

If an individual witnesses or experiences harassment or any questionable conduct that is or has the potential to become grievous or pervasive, please use the information below as a guide to report the incident(s).

If the reporter is an >	ATHLETE	ADULT MEMBER (includes Board members)	EMPLOYEE
Level 1 - Report to >	coach or manager	board	board
*Level 2 - If there is a conflict of interest at Level 1 report to the...	board	compliance committee	compliance committee
*Level 3 - If there is a conflict of interest at Level 1 &/or Level 2 report to the...	compliance committee		

Within Level 1 reporting, the following steps of investigation and determination will be conducted. *Level 2 and 3 are in place to protect the reporter if there is a conflict of interest or issue with Level 1.

Email addresses for the individuals above can be found on the website. Coaches contact information is on the "COACHES" page and the Board and Compliance contact is listed on the "SAFE SPORT" page. The suggested procedure for reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any employee or member to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency as applicable such as Childline, Safe Sport, and/or local authorities.

INVESTIGATION

BLUE takes all harassment complaints seriously, and complainants will be treated with respect and discretion. Individuals who report harassment or cooperate in an investigation will not be adversely affected either directly or indirectly. Retaliation toward individuals for reporting and/or cooperating is a form of harassment itself and will not be tolerated.

Action steps taken will be:

1. Immediate reporting to the appropriate agency may be necessary based on the severity of the complaint. This can include PA Childline, the US Center for Safe Sport and/or local authorities.
2. All allegations will be investigated promptly, thoroughly, and objectively.
3. Details of the complaint will be collected, documented, and validated with evidence.
4. A factual report will be prepared in writing.
5. Remedial action will be taken when necessary and according to the circumstances.

Some examples of harassing behaviors are:

- Derogatory or condescending comments or teasing regarding a person's heritage, religion, or beliefs.
- Unwanted sexual advances and threats or posing questions of an intimate nature.
- Physical threats or assault.
- Improper or unwanted touching.
- Outbursts of anger and destruction of property.
- Making offensive sounds or gestures toward someone.
- Distributing inappropriate sexual material or discriminatory photos, videos, or internet postings.
- Spreading malicious rumors to discredit someone.
- Sabotaging or destructively interfering in the work of others.
- Singling someone out to do demeaning tasks unrelated to their job.

DETERMINATION

At the conclusion of the investigation, a determination will be made on next steps to correct harassing behavior and reinstate the safe and positive environment BLUE strives to provide. Actions taken, based on the severity of the harassment, can include but are not limited to:

- A written warning with
 - an action plan to correct the behavior
 - a probationary period for expected changes, behaviors
 - a statement of immediate removal from BLUE if further violations occur
 - a job reassignment and/or demotion for employees
 - a role reassignment and/or demotion for key volunteers such as board members, meet personnel, committee chairs and members
 - a requirement of sensitivity training relevant to the type of harassment and/or harassment in general
- Immediate temporary removal from BLUE (suspension)
- Immediate permanent removal from BLUE (termination of employment and/or membership)
- Reporting to appropriate agencies such as Childline, Safe Sport, and/or local authorities.