

## **Policy Against Harassment**

The Palomar Piranhas Swim Team is committed to providing an environment that is free of discrimination. In keeping with this policy, Palomar Piranhas Swim Team strictly prohibits harassment of any kind, including harassment on the basis of sex, race, color, religion, gender, age, mental or physical disability, medical condition, national origin, marital status, veteran status, sexual orientation, or any other characteristic protected under federal or state law or local ordinance. For these purposes, the term "harassment" includes slurs and any other offensive remarks, jokes, including other verbal, graphic, or physical conduct.

If you believe that the comments, gestures, or conduct of any coach, swimmer, Board Member or person doing business with or for the Palomar Piranhas Swim Team is offensive, you should immediately report the facts of the incident to your team president, Eileen Keplinger.

The Palomar Piranhas Swim Team's policy is to immediately conduct a thorough, objective and complete investigation of the complaint. At the conclusion of its investigation, we will attempt to determine whether unlawful harassment has occurred. The Palomar Piranhas Swim Team will look at the totality of the circumstances, including the nature of the conduct and the context in which it occurred. The Palomar Piranhas Swim Team should, as promptly as possible, communicate its finding to the accused, and the remedial action (if any) to be taken to the complainant, and, when appropriate, to other persons who are directly concerned. All complaints of harassment, which are reported, will be treated with as much confidentiality as possible, consistent with the need to conduct an adequate investigation.

If we determine that harassment has occurred, the team will take remedial action commensurate with the severity of the offense. This action may include disciplinary action against the harasser, up to and including termination from involvement with the team. Steps will be taken, as necessary, to prevent any further harassment.

No individual will suffer any reprisals or retaliation for reporting any incidents of harassment, or perceived harassment, for making any complaints of harassment or for participating in any investigation of incidents of harassment of perceived harassment.

**Note that this policy is a "zero-tolerance" policy. Any violation of this policy will be treated as a disciplinary matter, regardless of whether it constitutes illegal harassment under the law.**

**Any such harassment should be reported immediately to the following persons and appropriate action will be taken.**

### **Palomar Piranhas Swim Team**

Eileen Keplinger  
President

Clayton Hudgins  
Head Coach