

Stormont Yacht Club's Harassment Policy

Stormont Yacht Club is committed to providing an environment in which everyone is treated with respect and dignity. Harassment will not be tolerated from any person. This policy and the expectation to contribute to an environment where any form of harassment is unacceptable applies to all members and volunteers of Stormont Yacht Club (SYC) and in turn customers and businesses associated with SYC. This policy applies to all SYC programs and organized functions including social events.

Harassment means engaging in a course of vexatious comment or conduct against an individual that is known or ought reasonably to be known to be unwelcome or workplace sexual harassment.

Sexual harassment means:

1. engaging in a course of vexatious comment or conduct against an individual because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
2. making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the other individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome;
- 3.

Members are encouraged to formally report any incidents of harassment in writing to the Commodore of the Board or any member of the Board's Executive. Should these individuals be inappropriate given the nature of the complaint, any member of the Board of Directors is prepared to assist with formal reports of incidents of harassment. No one is to be penalized or disciplined for reporting an incident or for participating in an investigation.

All complaints or incidents of harassment will be investigated and dealt with in a fair, respectful and timely manner in compliance to our Safe Sport Policy. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect individuals, to investigate the complaint or incident, to take corrective action or as otherwise required by law. Detailed information on the process of filing formal complaints and the investigation process are in the associated Harassment Complaint Procedure.

Members and volunteers are expected to adhere to this policy, and will be held accountable by SYC for any incidents occurring in conflict with the Club Policy.

This policy will be reviewed annually and revised as needed by the Board of Directors.

Reviewed and approved by Board of Directors

Date: March 14, 2023