

## SEXUAL HARASSEMENT AND ANTI-DISCRIMINATION POLICY

Our dojo recognize the right of all students and staff to enjoy an environment free from sexual, racial, gender-based or other forms of harassment. Sexual harassment and discrimination on the basis of sex, race or religion are unlawful and unacceptable within our organization.

### Anti-Discrimination Policy

We welcome all students who can safely participate in our programs. We are open to any person who safely can participate in our programs and activities regardless of race, color, national and ethnic origin, ancestry, creed, religion, sex, sexual orientation, gender variance, marital status, and mental or physical disability, and all such persons will be afforded the rights, privileges, programs and activities generally accorded or made available to students at the school. We do not discriminate on the basis of any of the above in administration of our educational politics, athletics, or other school-administered programs.

### Background

We have adopted a policy on equal opportunity to reflect their commitment to equal opportunity and freedom from all forms of discrimination in education and employment. We acknowledge our responsibility to ensure that staff, students and members are made aware of what constitutes unacceptable behavior.

We recognize our responsibility to take prompt and effective action to deal with complaints of sexual and gender-based harassment and to ensure that all people involved in the complaint, including the complainant, the person complained about and witnesses are treated fairly. We will do everything in our power to ensure that people are not victimized in any way. We also recognize the responsibility of teachers to take a proactive role in dealing with any manifestations of sexual and gender-based harassment in accordance with this policy.

If you are subjected to any form of discrimination or harassment by any instructor or student please bring it to the attention of the chief instructor, owner or another instructor immediately.

### What is Harassment?

Sexual harassment is any form of offensive sexual attention that is uninvited and unwelcome. It can be a single incident or a persistent pattern of unwelcome behavior and it should be noted that the distress can be the same whether the conduct is intentional or unintentional. It must be understand that martial art training involves varying degrees of close physical contact both in teaching and in practicing, but even so we will always do our best to honor the boundaries of our students.

Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may in and of themselves meet the definition of sexual harassment or contribute to a hostile work environment:

- Sexual pranks, or repeated sexual teasing, jokes, or innuendo, in person or via e-mail;
- Verbal abuse of a sexual nature; inappropriate comments with sexual connotations or questions about another person's sexual conduct and/or private relationships either verbal, written, telephone, email or other forms of communication;
- Touching or grabbing of a sexual nature or actual molestation or sexual assault;
- Repeatedly standing too close to or brushing up against a person;
- Repeatedly asking a person to socialize during off-duty hours when the person has said no or has indicated he or she is not interested;
- Giving gifts or leaving objects that are sexually suggestive;
- Repeatedly making sexually suggestive gestures, posturing, staring or leering;
- Request for sexual favors;
- The display of offensive material;
- Off-duty, unwelcome conduct of a sexual nature that affects the work environment.

Signature: \_\_\_\_\_ Print Name \_\_\_\_\_ Date: \_\_\_\_\_