



SEXUAL MISCONDUCT / HARRASSMENT POLICY

Conduct:

Undaunted strictly prohibits all conduct which could pose a threat to the safety of participants. If any Board Member or Staff Member receives information of any kind of (oral or written, “informal” or “formal”) suggesting that misconduct has occurred that is connected to any way to individuals or activities associated with the program, and if the suggested misconduct meets any of the following criteria, then appropriate actions will be handed down by the executive board.

- Any misconduct of a sexual nature or potentially classifiable as a sex offense under applicable law, including without limitation so-called “victimless” activities such as prostitution, pornography, and indecent exposure.
- Any misconduct in which actual or suggested sexual relations is an element.
- Any harassing conduct pertaining to, in whole or part, and individual’s sex, gender, sexual orientation, or gender expression.
- Any conduct involving harm to a minor including exposing them to sexual content/imagery
- Sexual exploitation

HARRASSMENT:

Behavior that may be considered inappropriate or may be deemed as harassment is not allowed. Harassment refers to a full spectrum of offensive behavior. When the term is used in a legal sense, it refers to actions that can be found to be threatening or disturbing, and beyond those that are sanctioned by society. Conduct that creates a hostile environment is prohibited. Such conduct may include:

- Any harassing behavior about, in whole or part, as individual's sex, gender, sexual orientation or gender expression.
- Repeated unwanted sexual flirtation, advances, or propositions
- Verbal abuse of a sexual nature
- Verbal comments about an individual's body
- Sexually degrading words used to describe and individual
- Unwanted physical contact
- Cyber-bullying or social media abuse
- Any other abuse that is not socially acceptable in a professional environment.

Any participant, staff or volunteer who is found after the appropriate investigation to have harassed another participant, staff, employee, contractor, volunteer of Undaunted will be subject to appropriate actions including up to suspension or dismissal.