

Nondiscrimination/Anti-Harassment and No-Bullying Policy

Objective

Rochester Travel Volley Club (RTV) is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to an atmosphere that promotes equal opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, RTV expects that all relationships among persons in the Club will be free of explicit bias, prejudice, harassment and bullying.

RTV has developed this policy to ensure that all its people can participate in an environment free from unlawful harassment, discrimination, retaliation or bullying. RTV will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

These policies should not, and may not, be used as a basis for excluding or separating individuals of a particular gender, or any other protected characteristic, from participating in business or work-related social activities or discussions. In other words, no one should make the mistake of engaging in discrimination or exclusion to avoid allegations of harassment. The law and the policies of RTV prohibit disparate treatment on the basis of sex or any other protected characteristic, with regard to terms, conditions, privileges and perquisites. The prohibitions against harassment, discrimination, retaliation and bullying are intended to complement and further those policies, not to form the basis of an exception to them.

Equal opportunity

It is the policy of RTV to ensure equal opportunity without discrimination or harassment on the basis of race (including hairstyle/texture), color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law. RTV prohibits any such discrimination or harassment.

Retaliation

RTV encourages reporting of all perceived incidents of discrimination, harassment or bullying. It is the policy of RTV to promptly and thoroughly investigate such reports. RTV prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

Sexual harassment

Sexual harassment constitutes discrimination and is illegal under federal, state and local laws. For the purposes of this policy, "sexual harassment" is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's status, b) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting such individual, or c) such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile or offensive environment

Title VII of the Civil Rights Act of 1964 recognizes two types of sexual harassment: a) quid pro quo and b) hostile environment. Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering, whistling or touching; insulting or obscene comments or gestures; display in the workplace of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature.

Harassment

Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive environment, b) has the purpose or effect of unreasonably interfering with an individual's performance, or c) otherwise adversely affects an individual's opportunities.

Harassing conduct includes epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is placed on walls or elsewhere on the employer's premises or circulated in the workplace, on Club time or using Club equipment by e-mail, phone (including voice messages), text messages, social networking sites or other means.

Bullying

Bullying is a special form of aggressive behavior and will not be tolerated by RTV. A person is being bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons. What differentiates bullying from other aggressive acts is that the person who bullies intends to harm, there is more than one incident, and an imbalance of power makes it hard for the child who's being bullied to defend him/herself. This difference in power can be physical—the child who bullies can be older, bigger, stronger; or several children can gang up on a single child. It can also be psychological, which is harder to see but just as potent—the student who bullies can have more social status or a sharper tongue, for instance.

Verbal bullying includes name-calling, insulting, intimidating, mocking, threatening, and making racist, sexist, or sexual comments. Different from taunting, teasing in severity only.

Physical bullying includes a variety of behaviors such as hitting, kicking, shoving, and taking or destroying property.

Relational bullying uses relationships to control or harm another person, excluding her from the group or events, talking behind his back, spreading rumors, telling lies about her, giving him the silent treatment, etc.

Cyberbullying utilizes all of the electronic paraphernalia of modern life—cell phones, instant messaging, videos, e-mail, chatrooms, blogging, social networking sites such as Facebook—to threaten, insult, harass, spread rumors, and impersonate others. Because it can continue 24 hours a day, 7 days a week, and because perpetrators remain anonymous, invisible, unpunished, and distant from the impact of their actions, cyberbullying can be even more harmful than ordinary bullying

Individuals and Conduct Covered

These policies apply to all, whether related to conduct engaged in by fellow Club peoples or by someone not directly connected to RTV (e.g., an outside vendor or consultant).

Conduct prohibited by these policies is unacceptable in any place and in any related setting outside the RTV, such as during trips, meetings and Club-related social events.

Reporting an Incident of Harassment, Discrimination, Retaliation or Bullying

RTV encourages reporting of all perceived incidents of discrimination, harassment, retaliation or bullying, regardless of the offender's identity or position. Individuals who believe that they have been the victim of such conduct should discuss their concerns with their immediate coach, Club director or any RYAA board member. See the complaint procedure described below.

In addition, RTV encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and to

request that it be discontinued. Often this action alone will resolve the problem. RTV recognizes, however, that an individual may prefer to pursue the matter through complaint procedures.

Complaint Procedure

Individuals who believe they have been the victims of conduct prohibited by this policy or believe they have witnessed such conduct should discuss their concerns with their immediate coach, director or any member of the RYAA board.

RTV encourages the prompt reporting of complaints or concerns so that rapid and constructive action can be taken before relationships become irreparably strained. Therefore, while no fixed reporting period has been established, early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment.

Any reported allegations of harassment, discrimination or retaliation will be investigated promptly. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge.

RTV will maintain confidentiality throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action.

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

Misconduct constituting harassment, discrimination, bullying or retaliation will be dealt with appropriately. Responsive action may include, for example, training, request for counseling or disciplinary action such as a warning, reprimand, withholding of play, reassignment, or temporary suspension, or termination from Club, as RTV appropriate under the circumstances.

If a party to a complaint does not agree with its resolution, that party may appeal to The RYAA board.

False and malicious complaints of harassment, discrimination or retaliation (as opposed to complaints that, even if erroneous, are made in good faith) may be the subject of appropriate disciplinary action.