ANTI-HARASSMENT POLICY
OF ANDERSON ISLAND HISTORICAL SOCIETY

9306 Otso Point Road
Anderson Island, Washington 98303

Harassment Defined. Harassment is defined to have occurred when, on the basis of color, race, religion, age national origin, ancestry, disability, sex, marital or parental status, or sexual orientation, a hostile or intimidating environment is created in which verbal or physical conduct, because of its severity and/or persistence, is likely to interfere significantly with an individual's work or participation in AIHS projects or events, or event.

Responsibility. All individuals must be allowed to pursue their activities at the AJHS free from sexual harassment and unwelcome sexual advances.
Such conduct will not be tolerated. All individuals must be allowed to pursue activities of the AIHS, free from harassment based on color, race, religion, age, national origin, ancestry, disability, sex, marital or parental status, or sexual orientation. Responsibility for maintaining a harassment free environment rests with all Officers, Directors, coordinators and members, and others while on the properties of AIHS or involved in AIHS-sponsored activities.

PROCEDURE

General

Any officer, director, member, or others who believe they have been subjected to unlawful harassment or discrimination in the course of an AIHS-administered program, job, or activity should provide as soon as possible a written or oral complaint to an officer or director.

The person making a complaint (the complainant) should ordinarily include details of the incident(s), name of the person alleged to have engaged in the conduct (the respondent), and the names of any witnesses.

AIHS officers and directors, including committee personnel, have a duty to report to the Board of Directors any conduct that they believe may constitute unlawful harassment or discrimination.

(Scanned from original on 4/17/2017. Rfb.)
Anderson Island Historical Society is a 501(c)(3) non-profit organization