

Team River Runner: Sexual Harassment Policy

1. Purpose

Team River Runner is committed to fostering an environment where all participants, volunteers, staff, and veterans feel safe, respected, and supported. This policy is designed to prevent and address sexual harassment within the organization and provide clear steps for reporting and resolving incidents of harassment. Sexual harassment undermines the mission of Team River Runner and will not be tolerated in any form.

2. Scope

This policy applies to all individuals involved with Team River Runner, including:

- Veterans participating in paddlesport programs
- Staff members (full-time, part-time, and temporary employees)
- Volunteers
- Board members
- Contractors, vendors, and other external stakeholders

This policy governs behavior in all settings related to Team River Runner activities, both in-person (e.g., during paddling events, meetings, conferences, training) and online (e.g., virtual meetings, social media interactions).

3. Definition of Sexual Harassment

Sexual harassment is any unwanted or unwelcome behavior of a sexual nature that interferes with an individual's work, participation in activities, or creates an intimidating, hostile, or offensive environment. It includes but is not limited to:

- Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature
- Verbal comments, jokes, or gestures that are sexual or offensive
- Inappropriate touching, gestures, or physical interactions
- Displaying offensive material or making inappropriate comments or jokes about an individual's gender, body, or sexuality
- Any behavior that creates a hostile or intimidating environment based on gender or sexuality

4. Reporting Sexual Harassment

Anyone who experiences or witnesses sexual harassment should immediately report the incident to one or more of the following designated individuals:

- Joe Mornini, Executive Director
- Mike Plourde, Program Director
- Local Chapter Coordinator (who must report the incident to Joe or Mike)

Reports can be made in person, via email, or anonymously, and will be treated with confidentiality to the extent possible, while ensuring proper investigation and resolution. There is an incident report form on the website: *provide link*

5. Investigation of Complaints

Upon receiving a complaint, Team River Runner will promptly initiate an investigation. The investigation will be:

- **Timely:** Completed within [insert number of days/weeks], unless otherwise stated.
- **Fair and impartial:** Involving individuals who are not involved in the incident and ensuring due process for all parties.
- **Confidential:** Only shared with those who need to know to resolve the issue.

Both the complainant and the accused will be given an opportunity to provide their statements, and witnesses may be interviewed as needed.

6. Possible Consequences of Sexual Harassment

If the investigation determines that sexual harassment has occurred, Team River Runner will take appropriate corrective action, which may include: or participant

- **Warning or reprimand** for the individual responsible
- **Suspension** or removal from Team River Runner activities
- **Termination** of employment or volunteer or participant status
- **Legal action** if the situation warrants

The action taken will depend on the severity of the incident and will aim to prevent further harm to the complainant and others involved.

7. Non-Retaliation

Team River Runner prohibits retaliation against anyone who reports sexual harassment or participates in an investigation. Retaliation includes any adverse action taken against an individual for reporting an issue, cooperating with an investigation, or being involved in any related proceeding. Retaliation will be treated as a serious violation and will be addressed accordingly.

8. Training and Education

To ensure awareness and prevent sexual harassment, all employees, volunteers, and participants will receive annual training on:

- Identifying sexual harassment
- Understanding the rights and responsibilities of all individuals within the organization
- How to report sexual harassment
- Creating a respectful, inclusive, and safe environment for all

9. Support and Resources

Team River Runner recognizes that sexual harassment can have serious emotional and psychological effects. The organization will provide appropriate support for individuals who experience harassment, including:

- Referrals to counseling or support services for veterans
- Access to advocacy and legal services
- A safe, supportive environment to report and resolve concerns

10. Commitment to Inclusivity

Team River Runner is dedicated to fostering a diverse and inclusive environment. Sexual harassment goes against the principles of respect, camaraderie, and healing that are central to our mission of supporting veterans through paddlesports. We are committed to creating an environment where everyone can participate freely and without fear of discrimination or harassment.

Acknowledgment of Receipt

I, _____, (Participant/Staff/Volunteer Name), acknowledge that I have received, read, and understand Team River Runner's Sexual Harassment Policy. I agree to abide by the terms outlined and to report any incidents of harassment in accordance with the procedures set forth in the policy.

Signature: _____

Date: _____