

## **Anti-Harassment/Non-Discrimination**

The Colorado Mountain Club does not discriminate in accepting individuals or families for membership based upon race, creed, color, religion, national origin, ancestry, marital status, gender, gender identity, gender variance, sexual orientation, age, physical handicap, veteran status, or political service or affiliation. [passed October 2007]

The Colorado Mountain Club is committed to providing a work environment free from all forms of harassment, including sexual harassment. The Colorado Mountain Club does not tolerate or condone harassment of any kind by a volunteer, employee, member, visitor, vendor or contractor, whether verbal, written or electronically sent.

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's gender, sexual orientation, color, race, national origin, religion, age or disability. This includes conduct that has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile or offensive work or trip environment. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other physical, verbal or visual conduct of a sexual nature. Conduct of a sexual nature includes, but is not limited to, displaying or circulating sexually explicit pictures, magazines, calendars, or other material or objects of a sexual nature; or verbal or physical conduct of a sexual nature such as unsolicited touching, off-color jokes, comments concerning an individual's anatomy or physical attributes, or other actions or comments which have a sexual connotation.

Any individual, who believes that he or she has been the subject of harassment in any form, or who has witnessed harassment in any form, is expected and urged to report the matter immediately to the trip leader who is responsive to complete and submit an incident report describing the situation.

No employee or volunteer will suffer retaliation for making an allegation regarding incidents of perceived harassment. If a person feels that they have been the subject of retaliation they are expected and urged to report the matter immediately to the chief executive officer, or if the perceived retaliation involves the chief executive officer, the president of The Colorado Mountain Club. [passed October 2000]