

Mile High Rowing Club -Sexual Harassment Policy

Purpose of Policy

It is the policy of MHRC to provide an educational environment free of sexual harassment. To accomplish this purpose, the policy is designed to secure, at the earliest level possible, an appropriate resolution to an allegation of sexual harassment.

This policy is intended to supplement, and not replace, any applicable state or federal laws and regulations. Complaints under these laws and regulations shall be processed through the procedures established by the appropriate state and/or federal agencies.

It is the position of MHRC that sexual harassment is unlawful and will not be tolerated. It is a violation of this policy for any employee, athlete, parent, visitor, guest, or partner with whom MHRC has a cooperative agreement, or any other party, to engage in sexual harassment.

Definition of Sexual Harassment

Sexual Harassment can be defined using educational system constructs for the definition, ie Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting, under the following conditions:

1. Submission to a conduct is explicitly or implicitly made a term or condition of an individual's employment, academic status, or progress.
2. Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions affecting the individual.
3. The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.
4. Submission to or rejection of the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.

Specifically, sexual harassment may occur as a pattern of degrading sexual speech or actions ranging from verbal or physical annoyances or distractions to deliberate intimidation and frank threats or sexual demands.

Examples of conduct that may constitute sexual harassment include, but are not limited to:

1. Suggestive or obscene letters, notes, invitations, derogatory comments, slurs, jokes, epithets,

assault, touching, impeding or blocking movement, leering, gestures, display of sexually suggestive objects or pictures, or cartoons;

2. Among peers, continuing to express sexual interest after being informed that the interest is unwelcome. (Reciprocal attraction, among peers, is not considered sexual harassment.);
3. Within the educational environment, implying or actually withholding earned nor deserved advancement; suggesting a poor performance evaluation will be prepared; or suggesting a scholarship recommendation or college application will be denied as a condition of receiving sexual favors;
4. Within the educational environment, engaging in sexual behavior to control, influence, or affect the educational opportunities, grades, or learning environment of an athlete; and
5. Offering favors or education or employment benefits, such as promotions, favorable performance evaluations, favorable assignments, favorable duties or shifts, recommendations, reclassifications, etc., in exchange for sexual favors. Any expression of sexual interest between adults and athletes, regardless of reciprocity, is considered inappropriate and shall be subject to discipline.

Reporting Procedure

Any athlete who believes he or she has been sexually harassed by an employee, agent or athlete of MHRC, should promptly report the facts of the incident(s) and the name of the individual involved to the Head Coach, President, the Board of Directors or our Safe Sport Representative. All staff members, upon personal knowledge of an incident of sexual harassment, are obligated to report it within three (3) days to the Head Coach or the Board of Directors. Failure to do so is a violation of this policy. Athletes who feel aggrieved because of unwelcome conduct that may constitute sexual harassment are not required to inform the person engaging in such conduct that the conduct is unwanted, offensive and must stop, but are encouraged to do so. An aggrieved athlete is not required to complain to his or her coach if that coach is the individual who is harassing the athlete. An individual making a report may bring an advocate to assist him or her.

Confidentiality

An allegation of sexual harassment and the results of the investigation shall be kept confidential to the extent reasonably possible under the investigation process. Witnesses and those interviewed shall be informed of the confidential nature of the issues and the investigation and shall be informed that it will be a violation of this policy to disclose the allegation or the nature of the investigation to others and shall be subject to disciplinary action as defined in this policy.

Retaliation Is Prohibited

The initiation of an allegation of sexual harassment will not subject the individual reporting the incident or witnesses to retaliation nor will it affect such person's future business or educational

dealings with MHRC. It shall be a violation of this policy to engage in such retaliation. An allegation of retaliation shall be considered as a separate incident, shall be investigated, and shall be subject to disciplinary action as defined in this policy.

Time Limits

Allegations of sexual harassment shall be reported as soon as reasonably possible after the conduct in question has taken place.

Investigation Guidelines

All investigations of allegations of sexual harassment shall be handled promptly, in a serious, sensitive, and confidential manner.

1. The Head Coach or the Board of Directors shall inform the athlete, employee or other person accused of sexual harassment of the allegation and that they will be given an opportunity to respond.
2. All parties, specifically including complainants, and witnesses, will be promptly and fully informed of their rights pursuant to this policy, including the fact that complainant and witnesses will not be retaliated against and the confidential nature of the allegation and investigation.
3. A written report of the investigation findings shall be filed with the head of school as soon as practicable after the incident was reported. A copy of the findings shall be mailed to the athlete who reported the harassment and the person accused.

Disciplinary Action

When an allegation of sexual harassment is supported by the investigation and disciplinary action is necessary, the Head Coach and/or the Board of Directors will determine what course of action is appropriate, depending upon whether the harasser is a athlete, staff member, or agent of MHRC or other party.

Employees who violate this policy may be subject to discipline up to and including discharge. Such disciplinary action shall be in accordance with applicable policies, laws, and/or agreements.

Athletes who violate this policy may be subject to discipline up to and including expulsion. Such disciplinary action shall be in accordance with state law.

Notification

The policy will be published in any comprehensive publication of rules, regulations, procedures and standards of conduct for MHRC and will also be distributed to all faculty and staff at the beginning of each season or at or about the time of hiring as well as to athletes in orientation programs.

Special Assistance

It is expected that questions may arise concerning the interpretation of the prohibition against sexual harassment, the methods and procedures to be followed in the investigation of complaints, and the appropriateness of specific solutions in disposition of complaints. For assistance in these matters, the Head Coach or the Board of Directors may be contacted.

Source: This document was inspired by a similar document created by Episcopal High School in Houston, Texas and The Branson School in Ross, California.