

Unlawful Harassment

Harassment of any of our employees, members of the public, vendors, or suppliers will not be tolerated. Any form of harassment which violates federal, state or local law, including, but not limited to harassment related to an individual's race, religion, color, sex, gender, national origin, ancestry, citizenship status, uniformed service member status, marital status, pregnancy, age, medical condition (cancer-related or HIV/AIDS related), physical or emotional disability is a violation of this policy and will be treated as a disciplinary matter. For these purposes the term "harassment," includes slurs and any other offensive remarks, jokes, other verbal, graphic, or physical conduct.

In addition to the above listed conduct, "sexual harassment" can also include the following examples of unacceptable behavior:

- Unwanted sexual advances
- Offering an employment benefit (such as a raise or promotion or assistance with one's career) in exchange for sexual favors, or threatening an employment detriment (such as termination, demotion, or disciplinary action) for an employee's failure to engage in sexual activity
- Visual conduct, such as leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons, or posters
- Verbal sexual advances, propositions, or requests
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes, or invitations
- Physical conduct, such as touching, assault, impeding, or blocking movements

Harassment of employees in connection with their work by non-employees may also be a violation of this policy. Any employee who experiences harassment by a non-employee, or who observes harassment of an employee by a non-employee should report such harassment to his or her supervisor, the Council executive, or Council President.

Harassment of members of the public, employees of vendors, or suppliers by employees is also strictly prohibited. Such harassment includes sexual advances, verbal or physical conduct of a sexual nature, sexual comments, and insults related to gender, race, religion, color, national origin, ancestry, citizenship status, uniformed service membership, age, medical condition (including pregnancy), and emotional, physical or medical disability. Any such harassment will subject an employee to disciplinary action, up to and including immediate discharge.

The Gulf Ridge Council and National Council Boy Scouts of America require each employee to view sexual harassment training video, as well as online sexual harassment training. Additional online course is required to be completed by managers and supervisors.