



## SEXUAL HARASSMENT/INTIMIDATION

### Policy

The Camping Department is committed to preserving a positive and productive working and learning environment free of discrimination. The Camping Department prohibits sexual harassment or intimidation of its employees or campers whether by supervisory or non-supervisory personnel, by individuals under contract, or volunteers subject to the control of the Department, or by campers. Sexual harassment/intimidation in the workplace by employees will result in disciplinary action up to and including dismissal. Campers engaged in sexual harassment/intimidation will also be subject to disciplinary action up to and including being sent home.

Sexual harassment/intimidation is defined as unwelcome conduct of a sexual nature. Such conduct may be verbal or physical. Sexual harassment includes, but is not limited to, insulting or degrading sexual remarks or conduct. Threats, or suggestions that an employee's or camper's submission to, or rejection of, unwelcome conduct will in any way influence an employment or camping decision regarding that employee or camper is sexual harassment. Conduct of a sexual nature which substantially interferes with an employee's work performance, or camper's camp performance, or creates an intimidating, hostile or offensive work or camp environment is sexual harassment.

### Procedures (Informational purposes)

The Camping Department encourages victims of sexual harassment to report such incidents. Employees are encouraged to promptly report complaints of sexual harassment/intimidation to the Director of Camping and Conferences or the Assistant Director. Campers are encouraged to promptly report complaints of sexual harassment/intimidation to their Camp Coordinator who then must report such complaints to the Assistant Director or Director of Camping and Conferences. Complaints will be investigated promptly and corrective action will be taken when allegations are verified. Confidentiality will be maintained by all persons involved in the investigation and no reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges of sexual harassment.

I have read the ABCCONN/Camp Wightman policy regarding Sexual Harassment and agree to abide by the procedures outlined above.

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Signature

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Date

Approved by the Camp Committee  
As authorized by the Executive Committee of ABCCONN 6/9/93