

## **Policy against Harassment and Discrimination:**

The Siouxland Renaissance Association (SRA) is committed to providing a family friendly environment free of harassment or discrimination. SRA policy prohibits harassment or discrimination because of race, religion, creed, color, national origin, sex, gender, sexual orientation, disability, age, veteran status or any other basis covered by law. The SRA's policy applies to all persons participating in any SRA event including officers of the SRA, vendors, entertainers, patrons, and volunteers, regardless of event location. The SRA holds that all participants must be allowed to engage in an environment free from harassment.

Harassment is verbal or physical conduct that denigrates or openly shows hostility or aversion toward an individual because of their race, religion, creed, color, national origin, sex, gender, sexual orientation, disability, age, veteran status or any other basis covered by law and that:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive environment.
2. Has the purpose or effect of adversely interfering with an individual's participation.

Sexual harassment refers to sexual remarks or physical behaviors that are not welcome and not wanted, which are perceived as offensive by an individual and can occur intentionally or unintentionally. Sexual harassment is a form of misconduct which undermines the integrity of the SRA and its participants. Sexual harassment does not refer to occasional compliments or other interactions between participants that are acceptable to all parties.

Posting written or graphic material that denigrates or shows hostility or aversion toward an individual or group due to the classes outlined above is prohibited. Sabotaging another's character, reputation, personal efforts, or property due to the classes outlined above is prohibited.

Any participant or visitor who has a claim of harassment at an SRA event against anyone is urged to bring the matter to the attention of an SRA board member so that it may be independently investigated.

The SRA Board of Directors will investigate all claims and will endeavor to handle them expeditiously and in a professional manner. If the SRA determines the harassment claim is valid, the offending individual(s) will be subject to discipline, which may include, but is not limited to, being prevented from participating in future events. Under no circumstances will the SRA tolerate retaliation against any person reporting or participating in an investigation of harassment. All claims of harassment and/or discrimination will be considered impartially, regardless of the status or position of the person accused. Information regarding the investigation of a harassment claim provided to the SRA Board will be released only to parties directly concerned. The investigation may include interviews with any parties who were involved or witnessed the harassment incident. All determinations are made on an individual basis from the evidence reviewed.