



## BACK COUNTRY HORSEMEN OF WASHINGTON ANTI-DISCRIMINATION AND HARASSMENT POLICY

### ***POLICY AGAINST DISCRIMINATION***

BACK COUNTRY HORSEMEN OF WASHINGTON (BCHW) supports the principles and spirit of equal opportunity. It is our intent to continue to administer volunteer opportunities without regard to race, color, gender, age, religion, national origin, disability, sexual orientation, or veteran status. We utilize positive recruitment to foster the principles of non-discrimination to ensure that all elections and volunteer opportunities are made on the basis of qualifications and merit. The President of BCHW is responsible for the overall implementation of this policy.

### ***POLICY AGAINST HARASSMENT***

It is the policy of this organization to provide a volunteer working environment in which individual dignity is respected. The harassment of any individual working for, or volunteering for BCHW is strictly prohibited. Harassment may take many forms including the following actions if based on an individual's race, color, gender, age, religion, national origin, disability, sexual orientation, or veteran status:

- Eliminating individuals from volunteer opportunities;
- Discharging a volunteer;
- Failing to respond to discrimination or harassment concerns so as to leave the volunteer no option but to discontinue their service to the organization.

The focus of the law regarding ***unlawful harassment*** is the recognition that this activity is illegal precisely because it creates ***a barrier to equality in the organization and is therefore, a form of illegal discrimination.***

Prohibited conduct may include any of the following actions when such action involves reference to, or is directed at, someone's race, color, gender, age, religion, national origin, disability, sexual orientation, or veteran status:

- Telling jokes, teasing, derogatory remarks;
- Circulating writings, printed material or cartoons; and/or
- Displaying of offensive objects or symbols.

Sexually harassing conduct may consist of, but is not limited to:

- Sexual advances or teasing;
- Telling of sexually oriented jokes or stories;
- Requests for sexual activity or dates;
- Display or distribution of suggestive jokes, pictures, or other materials;
- Using electronic mail for romantic or suggestive communications;
- Suggestive or obscene gestures, including physical posturing or contact; and/or
- Any abusive language or conduct directed at someone because of the person's gender.

Such activity, especially if severe or repeated and unwelcome may be a violation of anti-discrimination laws. Therefore, it is our policy that any of this conduct, engaged in at any time by any member of this organization can result in prompt action, relieving the member of their volunteer services.