

Northern Lights Sailing Club Non-Discrimination and Harassment Policy

Northern Lights Sailing Club is committed to providing an environment that is free of discrimination and harassment. Discrimination or harassment based upon a person's race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, ancestry, genetic information, medical history, military service, status with regard to public assistance, or citizenship, is unacceptable. In keeping with this commitment, we will not tolerate discrimination or harassment in any form, including verbal, physical, sexual, and visual harassment. All Northern Lights Sailing Club members share the responsibility to identify and prevent discrimination and harassment and to develop a culture of dignity and respect.

This policy strives to provide a safe environment, free from unreasonable interference, intimidation, and hostility or offensive behavior for all members and visitors or guests participating in trips, events, programs, or other activities conducted by the Northern Lights Sailing Club. This includes a prohibition against posting, wearing or distributing items that may be considered offensive. Northern Lights Sailing Club will not tolerate discrimination or harassment—sexual or otherwise.

Sexual Harassment is defined as unwelcome sexual advances, either verbal or physical, where submission to or rejection of the advances explicitly or implicitly impacts participation by a member in the trips, events, programs or other activities conducted by the Northern Lights Sailing Club.

Sexually harassing behavior may include but is not limited to:

- Unwelcome or offensive sexual innuendo
- Subtle pressure for sexual activity or coercion to date
- Sexist remarks about a person's body or their private life
- Degrading remarks, posters, graffiti, or other object that contribute to an intimidating environment
- Making an individual the object of sexist, degrading, or humiliating remarks
- Physical assault
- Unnecessary touching.

Any conduct outlined in this policy is prohibited and may result in appropriate actions to address and correct the behaviors.

If a member feels harassed by another member, visitor, guest, or vendor of Northern Lights Sailing Club at a trip, event, program or other activity, when possible tell them to stop. Where this is not possible and even when the member has confronted the person, the member should contact a member of the Board of Directors immediately. A member who feels harassed by a member of the Board of Directors should notify the Commodore. A member who feels harassed by the Commodore should notify the Vice-Commodore.

Upon reporting an allegation of discrimination or harassment, a prompt investigation will be conducted. Consideration shall be given to the record of the conduct as a whole and to the

totality of the circumstances, including the context in which the conduct occurred. Information will be kept as confidential as reasonably possible while ensuring a thorough investigation.

Any such determination made by the Northern Lights Sailing Club is not intended to constitute a determination that any discrimination or harassment has occurred pursuant to federal or state common laws or statutes but instead only that the Northern Lights Sailing Club policy may or may not have been violated.

This policy also prohibits retaliation against a person who reports discrimination or harassment, assists someone with a report, or participates in any manner in an investigation or resolution of a report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to Northern Lights Sailing Club trips, events, programs, or other activities.

As part of the commitment of Northern Lights Sailing Club to this policy, it shall be disseminated widely to the Northern Lights Sailing Club community through its website and other appropriate channels of communication.