

Clydesdale Breeders of the United States of America

Policy & Procedures

Harassment Policy & Procedure

Clydesdale Breeders of the United States of America (CBUSA) Board of Directors, Staff, Committee Members and members at-large are expected to ensure a safe venue for all participants and attendees by notifying designated Event Staff and/or a CBUSA Director at any CBUSA meeting, event or activity of any concerns related to incident(s) of possible harassment throughout the course of the event or activity.

Harassment Generally - Policy

This policy prohibits harassment of any kind against any member, volunteer, employee, or guest by a CBUSA Director, employee, committee member, member, or any individual(s) of the general public, for any reason including, but not limited to: age, national origin, race, color, religion, gender, gender identity, sexual orientation, marital status, disability, ancestry and/or veteran status. Harassment includes but is not limited to slurs, epithets, threats, derogatory comments, unwelcome jokes, and unwanted physical contact.

Any person who feels that they are a victim of such harassment at a CBUSA meeting, event, or activity, or if they have witnessed such behavior against another person, should promptly report the matter to designated Event Staff and/or a CBUSA Director. If a CBUSA employee or volunteer becomes aware of such a situation, he or she is under the responsibility to report it to the proper CBUSA authority. Upon receipt of an allegation(s), an investigation will be initiated. All such reports will be handled as confidentially as possible. The CBUSA Board of Directors and/or its designated event authority may take appropriate disciplinary action against any person found to have violated the harassment policy, all as allowed within the Bylaws. This includes contacting appropriate law enforcement agencies if deemed necessary.

No adverse action or retaliation will be allowed to be taken against a person who reports a violation or who participates in an investigation of this policy in good faith. Knowingly false accusations are prohibited and will be treated by disciplinary action comparable to that which would be applied to actual misconduct.

Sexual Harassment - Policy

Sexual harassment of or by any person in attendance at any CBUSA meeting, event or activity is prohibited. Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature including, but not limited to, drawings, pictures, jokes, teasing, or uninvited touching.

In accordance with this policy, unwelcome sexual advances, requests for sexual favors, sexual demands, or other verbal or physical conduct of a sexual nature will constitute sexual harassment when:

- The conduct has the purpose or effect of unreasonably interfering with an affected person's performance, or creating an intimidating, hostile, or offensive environment; or in third party situations, one or more individuals are reasonably offended by the sexual interaction, conduct, or communications between others.
- The conduct has the effect of creating actual, perceived, or potential conflicts of interest, favoritism, disruption or lack of objectivity.

Any person who feels that they are a victim of sexual harassment at a CBUSA meeting, event, or activity, or if they have witnessed such behavior against another person, should promptly report the matter to designated Event Staff and/or a CBUSA Director. If a CBUSA employee or volunteer becomes aware of such a situation, he or she is under the responsibility to report it to the proper CBUSA authority. Upon receipt of an allegation(s), an investigation will be initiated. All such reports will be handled as confidentially as possible. The CBUSA Board of Directors and/or its designated event authority may take appropriate disciplinary action against any person found to have violated the harassment policy, all as allowed within the Bylaws. This includes contacting appropriate law enforcement agencies if deemed necessary.

No adverse action or retaliation will be allowed to be taken against a person who reports a violation or who participates in an investigation of this policy in good faith. Knowingly false accusations are prohibited and will be treated by disciplinary action comparable to that which would be applied to actual misconduct.

Adopted October 19, 2019