



Harassment Policy Statement

This defines the harassment policy of The Chicago Young Republicans (“CYRs”).

The most productive and satisfying environment for our organization and our members is one in which there is a spirit of mutual trust and respect. Harassment is a form of discrimination that is offensive, impairs morale, undermines the integrity of group relationships and causes serious harm to the productivity, efficiency and stability of our organization.

All paid members and event attendants have a right to an environment free from discrimination and harassing conduct, including sexual harassment. Sexual harassment is expressly prohibited under this policy.

Definitions

In general, harassment means persistent and unwelcome conduct or actions. Sexual harassment is one type of harassment and includes unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature.

Unwelcome verbal or physical conduct of a sexual nature includes, but is not limited to the repeated making of unsolicited, inappropriate gestures or comments.

Recognizing Harassment

Harassment may be subtle, manipulative and is not always evident. It does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome and is personally offensive.

Some examples

Verbal: Jokes, insults and innuendoes , degrading sexual remarks, referring to someone as a stud, hunk or babe; whistling ; cat calls; comments on a persons body or sex life, or pressures for sexual favors.

Non-Verbal: Gestures, staring, touching, hugging, patting, blocking a person's movement, standing too close, brushing against a person's body.



Grievance Procedure

Any member or attendee who believes he or she is being harassed should promptly notify an officer on the Board of Governors.

Upon notification of a harassment complaint, a confidential and impartial investigation will be promptly commenced and may include direct interviews with involved parties and where necessary with other members or attendees who may be witnesses or have knowledge of matters relating to the complaint.

Disciplinary Action

After a report of an incident of sexual harassment by one of our members or attendees, a board member of the same sex as the offender will give the offender a warning. Two warnings will be provided.

If there is a third complaint of harassment against a CYR member or attendee, the offender will be revoked of his or her CYR membership and all membership privileges, and will be prohibited from attending future CYR events. If the offender was a regular attendee but had not paid dues, he or she will be prohibited from attending future CYR events.