

CORVETTE OWNERS CLUB OF SAN DIEGO

Inappropriate Conduct, Harassment Policy

Open exchange of ideas and freedom of thought and expression are important to the environment at our meetings, car events, and social outings sponsored by COCSD. This environment recognizes the inherent worth of every person and fosters dignity, understanding, and mutual respect to our members. If a complaint is made by or against a member, that complaint will be addressed in accordance with the by-laws of the club.

Inappropriate conduct and harassment can be described in many categories. These may include verbal and physical actions such as inappropriate language; bullying; raising the level of persistent, malicious, and severe mistreatment by conduct or threats, intimidation, or abuse that effect a member's participation in COCSD activities.

Examples of discriminatory harassment include, but are not limited to:

- use of ethnic slurs or derogatory terms relating to an individual's gender or sexual orientation.
- racially offensive actions, language, e-mail, or electronic communications; or,
- threatening, intimidating or hostile acts directed at a particular sex or religious group or individual because of sexual orientation, color, or ethnicity.

Inappropriate conduct or language meant as a joke, prank or even a compliment can lead or contribute to harassment.

Sexual harassment is a specific type of discriminatory harassment. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct can constitute sexual harassment.

Examples of such conduct include, but not limited to:

- unwelcome sexual flirtations, advances, or propositions;
- inappropriate touching;
- verbal comments of an individual's body;
- sexually degrading words; or

- use of internet to display or distribute sexually explicit images, messages, or cartoons.

The following are COCSD procedures and remedial actions to resolve the above-mentioned complaints. Any member who believes they have been subjected to any conduct of the type prohibited by this policy by another member should report the relevant facts *promptly*. Immediate reporting is especially important to stop the conduct before it is repeated. All reports will be followed up directly with further investigation to confirm facts or resolve disputed facts. In conducting the investigation, COCSD will strive to keep the identity of all individuals involved as confidential as possible. If the conduct happens at a club event, it should be reported to the event leader or chair. Otherwise, the report should be made to the President or any member of the Board depending on which individual the member is more comfortable contacting under the circumstances. If an event chair or Board member receives a report, they must present that report to the President immediately.

The President will meet with the Board to report the nature of the complaint and the facts as they are known. The Board will recommend follow up investigation(s) to determine all possible facts and individual(s) implicated in the issue(s).

Following this, the President will make a recommendation to the Board on how to resolve the complaint. The Board will make the final binding decision whether the Policy has been violated and the consequences of any such violation.

Members who violate the Policy will be subject to remedial action, including without limitation suspension and termination of their membership.

Appropriate remedial action will be taken with respect to an individual who knowingly makes a false allegation concerning an alleged violation of this Policy or makes a complaint under this Policy in bad faith.

Threats or acts of retaliation against individuals who report inappropriate conduct pursuant to this policy or provide information in conjunction with a report by another individual will not be tolerated. The above procedures will be used in dealing with such matters.

It is not the responsibility of COCSD to protect the safety of its members. A member who feels that his or her safety is at risk due to harassment or any other reason is encouraged to take other appropriate steps to ensure their own safety.