

NARN's Anti-Discrimination and Harassment Policy

The Northwest Animal Rights Network (NARN) is committed to providing a safe environment for all its volunteers, free from **discrimination*** and **harassment**, including sexual harassment. The goal of this policy is to create a culture where every individual is treated with respect.

NARN operates a zero tolerance policy for discrimination or harassment by investigating any complaint made by or about a volunteer. All allegations of discrimination or harassment will be taken seriously, promptly investigated, and there will be no retaliation for making such allegations. Any volunteer found to have harassed or discriminated against another NARN volunteer could be permanently banned from NARN's events.

All volunteers will be asked to read and sign a copy of this policy. However, no policy can prescribe what should be done on every occasion because circumstances vary. If volunteers need help or advice about a particular situation or circumstance, volunteers are encouraged to contact NARN's Board members or program manager.

Definitions

Discrimination is the differential treatment of a person on the basis of race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, or any other factor that is legislatively protected in the US. NARN defines discrimination as differential treatment of any person with regard to work-related decisions based on any characteristics outside of professional qualifications, and harassment as unwelcome conduct against any person where they feel threatened, publicly humiliated, or intimidated.

Harassment is unwelcome conduct including physical, verbal, and nonverbal behaviors, and results in a hostile environment. Examples of harassment include, but are not limited to:

- Humiliation in front of others
- Repeated unwelcome remarks or jokes
- Exercising, attempting to exercise, or threatening to exercise physical force against a person that causes or could cause physical injury to them
- Comments that promote stereotyping of any of the Protected Classes
- Comments related to someone's ethnic, racial, or religious affiliation, or their sexual orientation, gender, or age, that are publicly humiliating, offensive, threatening, or that undermine someone's volunteer role

Sexual harassment is unwanted conduct that is sexual in nature. Examples of sexual harassment include, but are not limited to:

- Unwelcome physical contact including touching, patting, pinching, stroking, kissing, hugging
- Sexual comments, stories, and jokes, including bragging about sexual prowess
- Repeated and unwanted social invitations for dates or physical intimacy
- The use of job-related threats or rewards to solicit sexual favors
- Comments on someone's appearance or private life
- Display of sexually explicit or suggestive material or gestures
- Insults based on sex or gender identity
- Physical violence, including sexual assault
- Sending sexually explicit messages
- Whistling
- Leering