

B4U-ACT, Inc.

Anti-Sexual Harassment Policy

It is B4U-ACT Inc.'s policy to promote an organization that is free of sexual harassment or conduct that might reasonably be perceived as constituting sexual harassment or creating/contributing to a sexually hostile environment. Each individual has the right to participate in a professional atmosphere, which promotes equal opportunities and prohibits discriminatory practices, including sexual harassment. At B4U-ACT, Inc., sexual harassment, whether verbal, physical, or environmental, is unacceptable and will not be tolerated.

Sexual harassment is defined as unwelcome advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's continued involvement with the activities, operations and administrative practices of B4U-ACT, Inc.; (2) submission to or rejection of such conduct by an individual is used as a basis for decisions regarding the individual's involvement with B4U-ACT, Inc.; or (3) such conduct has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile or offensive volunteering, living, or learning environment.

Specifically, no person shall, and no person has the authority to, imply or state, either directly or indirectly, to any individual, that an individual's refusal to submit to sexual advances will adversely affect any term or condition of a person's participation in the activities, operations, and administrative practices (e.g. continued role as a volunteer, role within the organization, presentation at a training, input into the organization's decision making). Moreover, no supervisor of volunteers shall or has the authority to promise or suggest, either directly or indirectly, that a person's submission to sexual advances will result in improvement in any term or condition of that person's activities as a volunteer for the organization.

Other sexually harassing behavior, regardless of how conducted or communicated, even if done in the guise of humor, is also prohibited. Such behavior includes, but is not limited to, verbal abuse of a sexual nature (e.g. cat calls, sexual/sexist jokes, comments regarding a person's attire, body or reputation); offensive touching (e.g. brushing, grabbing, pinching); propositions; offensive sexual flirtations: displaying lewd or graphic material; or displaying or discussing materials pertaining to males or females in a demeaning manner.

If anyone believes that he or she has been subject to, or has witnessed, sexual harassment behavior in a situation described above, he or she is encouraged to address the situation with the offending person(s). The individual is also encouraged to report the incident to the Director of Operations or the Chairperson

of the Board (contact information available at <http://www.b4uact.org/contact.htm>). If the situation of alleged sexual harassment involved the two individuals above, then any one of the other individuals listed in the website contact information can be notified of the alleged incident. There will then be an assessment of the allegation and a written response to the individual making the allegation.

Russell A. Dick, LCSW-C

Russell A. Dick, Chairperson

04-29-2011