

**FREEDOM ROWERS, INC.**  
**BULLYING AND SEXUAL HARASSMENT POLICY**

(YES, THIS DOES APPLY TO YOU)

**1. FREEDOM ROWERS WILL NOT TOLERATE ANY BULLYING, INNAPPROPRIATE USE OF THE INTERNET, HAZING OR HARRASMENT. REMEMBER, YOUR FUTURE CAREERS ARE AT STAKE!**

**2. POLICY: NO PERSON ON THE PREMISES OF FREEDOM ROWERS OR ENGAGED IN ANY ACTIVITY UNDER ITS AUSPICES, WHETHER ATHLETIC OR NOT, SHALL ENGAGE IN SEXUAL HARASSMENT, BULLYING OR HAZING.**

**3. SEXUAL HARASSMENT: MEANS ANY CONDUCT TOWARD ANOTHER PERSON, OF ANY GENDER, THAT A REASONABLE PERSON WOULD CONSIDER SEXUALLY OFFENSIVE OR THAT WOULD TEND TO CREATE A SEXUALLY OBJECTIONABLE ATMOSPHERE.**

**4. HAZING: COERING, REQUIRING, OR WILLFULLY TOLERATING ANY HUMILLIATING, UNWELCOME OR DANGEROUS ACTIVITY THAT SERVES AS A CONDITION TO JOIN A GROUP OR BEING SOCIALLY ACCEPTED BY THE GROUPS MEMBERS.**

**5. RECOURSE: ANY PERSON WHO BELIEVES THAT HE OR SHE HAS BEEN SUBJECTED TO SEXUAL HARASSMENT, HARASSMENT, BULLYING OR HAZING PROHIBITED UNDER THIS POLICY MAY BRING THE MATTER TO THE ATTENTION OF THE PRESIDENT, EXECUTIVE DIRECTOR OR COACH OF FREEDOM ROWERS. ALL SUCH ALLEGATIONS SHALL BE INVESTIGATED AND, IF CONFIRMED AFTER GIVING THE PERSON OR PERSONS AGAINST WHOM THE ALLEGATIONS WERE MADE AN OPPORTUNITY TO RESPOND TO THE ALLEGATIONS, APPROPRIATE SANCTIONS SHALL BE TAKEN WITH RESPECT TO SUCH PERSON OR PERSONS.**

**6. SANCTIONS: MAY INCLUDE REPRIMAND, SUSPENSION OR TERMINATION OF MEMBERSHIP OR ACCESS TO FREEDOM ROWERS' FACILITIES AND ACTIVITIES OR SUCH OTHER ACTIONS AS THE PRESIDENT OR THE BOARD OF DIRECTORS DEEM APPROPRIATE.**

**7. PLAIN LANGUAGE POLICY: FREEDOM ROWERS IS AN ATHLETIC ORGANIZATION. IT IS NOT A SINGLES BAR. EVEN IF YOU ARE CONFIDENT THAT A SEXUAL ADVANCE TO ANOTHER PERSON WILL NOT BE UNWELCOME, DO NOT MAKE IT ON THE PREMISES OF FREEDOM ROWERS OR WHILE ENGAGED IN ITS ACTIVITIES.**

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Signature

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Date