

# Aloha Region Harassment Policy

## Introduction

[The Aloha Region is committed to maintaining an environment free from bullying and harassment, which can be a form of discrimination. All Aloha Region members have a right to participate in an environment free from bullying or harassing conduct, including sexual harassment. The Aloha Region requires that all its members (including contractors) refrain from bullying or harassing anyone, including co-players, members of the public, vendors, employees of facilities that are leased or rented on behalf of the Aloha Region.

## Policy Statement

1. This policy applies to all Aloha Region member (including contractors)
2. The Aloha Region will not tolerate harassment of any kind. A confirmed complaint of harassment may result in disciplinary action, up to one year after the final determination.
3. This policy will be posted to aloharegionjuniors.org website.
4. Individuals that report bullying or harassment in good faith are protected from retaliation by the Aloha Region.
5. The Aloha Region will promptly investigate complaints of bullying, harassment, or retaliation. Such investigations will be fair and impartial. All employees of the Company are required to cooperate with investigations of workplace bullying, harassment, or retaliation.

## Definitions

Bullying is verbal or physical conduct that seeks to harm, intimidate, or coerce another person. Bullying is not necessarily based on a person's membership in a protected category like race, sex, age, or disability, among others.

Harassment is persistent and unwelcome conduct because of any of the bases protected by law (race, sex, age, disability, etc.). Harassment exists whenever:

- Submission to harassing conduct is made, either explicitly or implicitly, a term or condition of an individual's membership to a volleyball club/team,
- The conduct interferes with a player or coach's ability to perform their duties and responsibilities thus fostering a hostile or offensive play/practice environment.

Sexual harassment is another 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 the repeated making of unsolicited, inappropriate gestures or comments and the display of sexual materials.

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## Recognizing Harassment

It is impossible to list every type of behavior that can be considered bullying or harassment in violation of this policy. In general, any conduct that could interfere with an individual's performance or create a hostile work environment is forbidden. This is the case even if the offending player or coach did not mean to be offensive – participants must be sensitive to the feelings of others. Even mild offensive conduct can be considered bullying or harassment if someone has made it clear that it is unwelcome. Some examples include:

Verbal: Jokes, insults, and innuendoes; threats; degrading sexual remarks; whistling; cat calls; comments on a person's body or sex life; or pressures for sexual favors; participating in derogatory or insulting gossip.

Non-Verbal: Intimidating or confrontational body language; gestures, staring, touching, hugging, or patting; blocking a person's movement; standing too close; brushing against a person's body; display of sexually suggestive or degrading pictures; racist or other derogatory cartoons or drawings.

## Participant's Responsibilities

Aloha Region members who experience, witness or suspect bullying or harassing behavior must report the behavior to their coach/club director. Participants that feel comfortable directly intervening in situations where they perceive bullying or harassment are encouraged to do so.

## Supervisor Responsibilities

Coaches and or Club Directors who receive a complaint of bullying or harassment, who observe such behavior, or suspect that such behavior is occurring have a duty to investigate the behavior and address it as necessary, or to report such suspected harassment to Kent Ma, Commissioner USA Volleyball Aloha Region – [usaaloha@aol.com](mailto:usaaloha@aol.com).

In addition to being subject to disciplinary action Aloha Region members that engage in harassing conduct, Coaches and/or Club Directors may be subject to disciplinary action for failing to report suspected harassment or otherwise knowingly allowing harassment to continue, or for engaging in retaliation for failing to report retaliatory acts.

## Complaint and Investigation of Harassment

The Aloha Region takes all reports of harassment seriously. The Aloha Region will promptly and thoroughly investigate any complaint, information, or knowledge of harassment. The investigation will be as confidential as possible. All persons involved, including

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complainants, witnesses, and alleged perpetrators may be required to cooperate in an investigation, will receive fair and impartial treatment, and will not be subject to retaliation for information disclosed to the Aloha Region. The Aloha Region will take any interim actions necessary to protect complainants from further acts of bullying, harassment, or retaliation during the investigation.

The Aloha Region will also report any such incident(s) to USA Volleyball – Safe Sport Commission. Safe Sport will determine whether they will take over jurisdiction of the claim. The Safe Sport Commission will conduct its own independent investigation. If such an action occurs the Aloha Region will no longer be involved and is instructed to refer any inquiries to Safe Sport.

Safe Sport will notify the Region and the affected parties of their investigation and any recommendations or disciplinary action.

