



WRSC

West River Sailing Club
Galesville, Maryland

Sexual Harassment Policy Statement

It is the policy of West River Sailing Club to ensure a work environment free from sexual harassment of any kind. Sexual harassment is a particularly intolerable form of intimidation in that it exploits and distorts working relationships between men and women to the detriment of every employee in the organization. Sexual harassment will not be tolerated at West River Sailing Club.

By definition, sexual harassment is a form of discrimination which involves unwelcome sexual advances, requests for sexual favors, requests to extend working relationships to sexual favors, or other physical or verbal behavior of a sexual nature when such behavior:

- a. Implies either explicitly or implicitly that submission to such conduct is a condition of employment and that rejection of unwanted advances will be a basis for employment decisions;
- b. Is perceived as an attempt to control, influence, or otherwise unreasonably interfere with work performance, or;
- c. Creates an atmosphere within the workplace that could be perceived as intimidating, hostile or offensive.

Sexual harassment negatively impacts upon the effectiveness and image of West River Sailing Club. Other sexually harassing behavior, regardless of how conducted or communicated, even if done in the guise of humor, is also prohibited. No supervisory employee or club member 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 employment.

The U.S. Equal Employment Opportunity commission has issued guidelines which treat sexual harassment as illegal sex discrimination under the Civil Rights Act of 1964. West River Sailing Club agrees with the intent of these guidelines because effective relationships among supervisory staff, club members and employees must be based upon mutual respect.