**District 7255 Harassment and Discrimination Policy**

In all organizations, occasions arise when someone feels offended or disrespected. This policy has been developed to prevent such occasions and applies to all Rotarians in District 7255.

We seek to respect the integrity and worth of every individual and his/her/their individual viewpoints. Disrespect including harassment and discrimination interferes with relationships and results in a loss of wellbeing and creates a negative image for both the individuals and Rotary. Additionally, it can potentially cause a loss of membership. This policy is meant to encourage mutual respect and discourage activity that will break Rotarians respectful bonds if they occur.

District 7255’s purpose in developing, adapting, and implementing this policy against harassment and discrimination is to provide an environment in which all Rotarians in District 7255 may conduct their activities as Rotarians to the best of their ability free of such forms of harassment and discrimination. It is a clear expression of District 7255’s determination to honor its responsibilities about the rights of Rotarians. District 7255 does not condone and will not tolerate harassment and/or unlawful discrimination by Rotarians.

District 7255 expects:

* All members feel physically, intellectually, and psychologically safe when in Rotary meetings and functions.
* All members to be always respectful to each other and their visitors in all types of communication.
* All members to responsibly communicate any discomfort directly to the disrespectful or harassing person, or when this is not possible to their club president.
* Every Rotarian, when aware of harassment, reports it in all situations to the appropriate person in authority.
* Rotarians shall make every effort to ensure that no person associated with Rotary is subject to harassment.

Definition

Discrimination and harassment are defined as any behavior or pattern of behavior that creates an intimidating or offensive environment, or restricts opportunities for Rotary service. Discrimination and harassment include but are not limited to unwelcome acts or language (physical verbal or written) including threats, physical contact, violence, pranks, jokes, bullying, epithets, derogatory or stereotyping comments, and vandalism directed at an individual because of their race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age, marital status, sexual orientation, unwelcome and demeaning remarks, jokes, and innuendos , display or distribution of racist, derogatory or other offensive written material, or inappropriate gestures.

Sexual harassment is unwelcome sexual advances, including gender based or same sex-based comments and conduct, requests for favors or other verbal, nonverbal or physical conduct of sexual nature.

Remember that the Rotary core values are fellowship, integrity, diversity, service, and leadership.