



Chattanooga Pride Board Policy on Sexual Misconduct

Policy Purpose:

The Chattanooga Pride Board is committed to providing a healthy, harassment-free environment to our community. The Chattanooga Pride Board has developed a policy intended to prevent harassment of any type, including sexual harassment, of our community and board members/chairpersons. This policy was developed to quickly and effectively deal with any incident that might occur.

This policy applies to all board members/chairpersons.

In addition, the Chattanooga Pride Board will not tolerate harassment from community members. This includes, but is not limited to community members, sponsors, donors, business owners, and everyone interacting with our board.

Definition of Sexual Harassment:

The law prohibits discrimination on the ground of gender. Protection from sexual harassment is included under the ground of gender.

Unwanted sexual advances, unwanted request for sexual favors, and other unwanted verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment; or
- Submission to, or rejection, or such conduct by an individual affects that individual's employment

Sexual harassment can include such things as pinching, patting, rubbing, or leering, "dirty" jokes, pictures or pornographic materials, comments, suggestions, innuendoes, requests, or demands of a sexual nature.

All harassment is offensive; it will not be tolerated within our board or the community at large.

Policy Statement:

The Chattanooga Pride Board holds a NO TOLERANCE policy for all sexual assault that is committed by any community member, volunteer, and all board members/chairpersons who are involved with the organization.

Anyone can be a victim of sexual harassment, regardless of their sex or gender identity.

Sexual harassment can involve one or more incidents that may be physical, verbal, or nonverbal, and includes:

- Commenting on someone's appearance, sexual orientation, or gender in a derogatory or objectifying way, or in a way that makes them uncomfortable.
- Flirting at an inappropriate time, for instance in a board meeting, even if these advances would have been welcome in a different setting. These actions can damage a person's professional reputation and expose them to further sexual harassment.
- Flirting with someone or pursuing them persistently against their will.
- Using obscene comments, gestures, pranks, and jokes that degrade or offend somebody.
- Invading someone's personal space, for example by touching inappropriately. ● Threatening, coercing, stalking, or intimidating somebody to pressure them to engage in sexual acts.
- Proposing, demanding, or insinuating sexual favors.
- Sexual assault.

If the claim is coming against an executive board member, chairperson, or volunteers under the Chattanooga Pride Board Organization, they will be quickly and forcefully removed from the board until all claims have come to completion in any court or personal manner. If a board member is found to be guilty they will then and therefore be banned from working with the board whether as an executive, chairperson, or volunteer until the next board elections. Upon new elections, any new board members will vote to extend that ban for the following year and to continue every year following to be determined by the current elected board of that particular year.

This policy does not require the name of the victim to ever be released by any board member or volunteers in the intubation unless the victim explicitly states they would prefer to not be anonymous. Victims do not have to submit said claim in writing; verbal claims will be taken as seriously and as swiftly as written claims are.

We commit to taking all complaints seriously and to fully investigate all claims that are filed against our board and its members, while keeping the victim's identity safe, all information around their well-being will remain our highest priority, and to then act swiftly to act toward the perpetrator, to continue providing a safe space for our community members and city. We as an organization are committed to upholding a NO TOLERANCE policy surrounding all silencing and/or bullying of anyone who comes forward to report sexual harassment or assault. We will not allow any persons to retaliate or harass anyone who comes forward about sexual harassment. If someone does bully or harass someone who comes forward they will be asked

to excuse themselves from the board, as well as not being involved as a volunteer with the organization.

In these commitments to the Chattanooga community, we strongly express that no one is excluded from the consequences of sexually harassing any person. That reaches and includes all board members, volunteers, chairpersons, vendors, donors, sponsors, and/or other organizations who are working with us.

Reporting and Investigation Process

Board and or community members who violate the policy are subject to discipline up to and including the possibility of immediate discharge.

If any person finds an issue with someone affiliated with the Chattanooga Pride Board, involving harassment or assault of any kind, the board will act on the issue promptly and professionally. The steps below outline our steps after a claim is filed with the board:

1. File a complaint with the Chattanooga Pride Board verbally or in writing
 - a. Complaints will be treated as confidential
 - b. The Chattanooga Pride Board and federal law prohibit any form of retaliation against somebody claiming sexual harassment
 - i. In the event a board member is the perpetrator, said will be removed until all claims have been investigated.
2. Once a formal complaint is made, the investigation will be conducted confidentially and discreetly as far as possible without hampering the investigation.
 - a. Complaints will be investigated by the Chattanooga Pride Board
 - b. A complainant will be kept informed at all stages of the investigation and resolution, and at all times throughout the investigation, the alleged offender and/or complainant may have legal counsel as their representative.

Necessary steps in investigating include:

- Informing the alleged offender of the complaint
- Providing disclosure of the nature of the complaint to the alleged offender and inviting the alleged offender to provide a response
- Interviewing all witnesses and obtaining such evidence that is relevant to the complaint
- Reviewing the investigation findings with the complainant and the alleged offender and receiving any other information
- Work with the complainant to ensure an acceptable and appropriate outcome is achieved

Upon completion of the investigation, the investigator should immediately communicate their findings to the complainant and the alleged offender.

Upon receiving the findings of the investigation, the Chattanooga Pride Board will

communicate the findings and intended actions to the complainant and the alleged harasser.

If the Chattanooga Pride Board determines no sexual harassment has occurred, this finding will be communicated to the complaint.

If the Chattanooga Pride Board finds harassment has occurred, the harasser will be subject to discipline (see policy statement).

If at any time the complainant chooses to take legal action, the investigation by the Chattanooga Pride Board will cease and will await a verdict by the court of law. The perpetrator will be asked to have no interaction with Chattanooga Pride Board until a verdict has been made, where the Chattanooga Pride Board will then decide the necessary steps to take moving forward.