

POLICY & PROCEDURE

DATE APP/BOARD 9-25-06

DATE AMENDED 2-28-11



Harassment, Intimidation and Bullying

PURPOSE: To define the Council's position on harassment, intimidation and bullying

Harassment, intimidation and bullying include, but are not limited to, verbal or physical contact, epithets, slurs, electronic communication, gestures or graffiti, even in jest, that are targeted toward an individual because of race, color, religion, gender, age, national origin, marital status, veteran status, sexual orientation, genetic information, gender identity, or disability (mental or physical). Individuals bring different levels of sensitivity to interaction. What may seem harmless, trivial, or "all in good fun" to one person may be extremely offensive to the person to whom the comments or actions are directed.

Harassment, intimidation and bullying constitute unethical and unacceptable conduct that will not be tolerated at any level. All persons are strictly prohibited from engaging in any form of harassment of any participating youth, volunteers and other adult members/participants, employees or applicants for employment, program partners, vendors, or prospective Camp Fire youth or adult participants. Anyone engaging in any form of harassment is subject to disciplinary action in accordance with the Council's behavior management and dismissal policy.

Any participating youth, volunteers and other adult members/participants, employees or applicants for employment, program partners, vendors, or prospective Camp Fire youth or adult participants to whom improper comments or actions are directed should utilize the Council's Complaint Procedure.

Violation of this policy may result in disciplinary action, up to and including a recommendation for employment termination or relieving of volunteer or other involvement with the council.

When allegations of harassment, intimidation or bullying are reported, an investigation will be conducted by the Executive Director or her/his designee. The investigation will include interviews with all relevant persons. Such persons include, but are not limited to the complainant, the accused, and other potential witnesses.

To report harassment, intimidation or bullying,
contact the Executive Director at 918-592-2267
or the President of the Board of Directors.

Distribution: Staff
Board of Directors
Volunteers and adult members/participants
Youth members/participants
Program partners
Vendors