

## **USHJA Policy Statement**

**Subject: Harassment Policy**

**Policy Number: 2018 -5-04**

**Date of Board Adoption: May 7, 2018**

**Board Approved Effective Date: June 1, 2018**

### **Purpose:**

The United States Hunter Jumper Association (USHJA) is committed to full compliance with all laws and regulations, and to maintaining the highest ethical standards in the way we conduct our operations and activities. This policy is intended to:

- State who is covered under the harassment policy,
- Define what behaviors and activities are considered unacceptable behavior, and
- Define USHJA response related to harassment and allegations of harassment.

The policy recognizes there is a distinction between unlawful harassment and unacceptable behavior, requiring different resolutions.

### **Application:**

This policy applies to the following:

- USHJA Board and Committee Members
- USHJA recognized or appointed volunteers
- USHJA Certified Trainers
- Any individual under contract of service with USHJA
- Members who have repeatedly and publically demonstrated behaviors which violate the USHJA Ethical Standards and/or Prohibited Conduct policy.

USHJA employees are subject to the harassment and related policies of the USHJA Employee Handbook.

### **Prohibited Conduct:**

This policy prohibits discriminatory or harassing behavior (that is, unwelcome conduct) directed toward a person(s) because of his or her sex, race, color, religion, national origin, age, marital status, personal appearance, sexual orientation, family responsibilities, physical or mental disability, genetic information, military status, or political affiliation. Further, this policy prohibits any abuse of power, and intentionally directed and targeted behavior or conduct severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile or abusive.

Accordingly, no USHJA volunteer, contractor or Certified Trainer shall:

- Engage in or facilitate any discriminatory or harassing behavior directed toward USHJA officers, directors, members, other USHJA Volunteers, staff, exhibitors, sponsors,

suppliers, contractors, participants or others in connection with the activities of the USHJA.

- Engage in speech or conduct which is disparaging or derogatory of persons based on any of the factors mentioned above.

USHJA will not tolerate harassment of or by the covered individuals. Any conduct by a covered person towards another covered person that is intimidating, hostile, offensive, intentionally directed and targeted behavior and/or specifically prohibited by law is prohibited. Any covered person engaging in such conduct will be subject to disciplinary action, which may include termination of: Service as a Director, Officer, Committee member, or volunteer; Contract of service; Revocation of USHJA Trainer Certification; Expulsion from USHJA sponsored programs and events; or other actions as may be deemed appropriate.