



Anti-Harassment & Sexual Harassment Policy

Marshal Entertainment LLC Roller Derby has a zero-tolerance harassment (bullying) & sexual harassment policy, which is outlined herein. This policy is designed and tailored to allow freedom of expression, while creating an open environment to redress any unwanted, uncomfortable or blatant harassment (bullying), sexual harassment or assault of members (adult or youth), staff or volunteers working directly for Marshal Entertainment LLC Roller Derby.

Policy Brief & Purpose

Our sexual harassment policy aims to protect all people in our organization from unwanted harassment (bullying) or sexual advances and give them guidelines to report incidents. We will also explain how we handle claims, punish harassment (bullying), sexual harassment and help victims recover. We won't tolerate harassment (bullying), sexual harassment in our organization in any shape or form. Our culture is based on mutual respect and collaboration. Harassment (bullying), Sexual harassment is a serious violation of those principles.

Scope

This policy applies to every person in our organization regardless of gender (expression or identity), sexual orientation, level, function, seniority, status or other protected characteristics. We are all obliged to comply with this policy. Also, we won't tolerate harassment (bullying), sexual harassment from inside or outside of the organization. Employees, investors, contractors, members (adult or youth) and everyone interacting with our organization are covered by the present policy.

Policy Elements

What is Harassment?

Harassment (bullying) has many forms and severities. A person is harassing someone when they; make derogatory remarks as interpreted by the victim NOT the offender, physical intimidation (up to and including assault), demands of others property, theft of others property, damage of others property, online derogatory comments, stalking online (social media bullying) outside of our organization. This is not an exhaustive list and is by no means the only ways someone can feel harassed.

What is sexual harassment?

Sexual harassment has many forms of variable seriousness. A person sexually harasses someone when they: Insinuate, propose or demand sexual favors of any kind. Invade another person's personal space (e.g. inappropriate touching.) Stalk, intimidate, coerce or threaten another person to get them to engage in sexual acts. Send or display sexually explicit objects or messages. Comment on someone's looks, dress, sexuality or gender (expression or identity), in a derogatory or objectifying manner or a manner that makes them uncomfortable.

Make obscene comments, jokes or gestures that humiliate or offend someone. Pursue or flirt with another person persistently without the other person's willing participation.

Also, flirting with someone at an inappropriate time (e.g. in a team meeting) is considered sexual harassment, even when these advances would have been welcome in a different setting. This is because such actions can harm a person's professional reputation and expose them to further harassment. The most extreme form of sexual harassment is sexual assault. This is a serious crime and our league will support members, board or volunteers who want to press charges against offenders.

Our organization's rules on harassment & sexual harassment

No one has the right to harass (bully), sexually harass our members (adult or youth), staff or volunteers. Any person in our organization who is found guilty of serious harassment or sexual harassment will be terminated of position or expelled (membership revoked), regardless of position in the organization. Also, if representatives of our contractors or vendors harass or sexually harass our members (adult or youth), staff or volunteers, we will demand the company they work for takes disciplinary action and/or refuse to work with this person or company in the future.

Harassment or Sexual harassment is **NEVER TOO MINOR** to be dealt with. Any kind of harassment can wear down members (adult or youth), staff or volunteers and create a toxic environment. We will hear every claim and punish offenders appropriately. Harassment or Sexual harassment is about how we make **OTHERS** feel. Many do not consider behaviors like derogatory remarks on a person's character or image to be harassment (bullying) or flirting or sexualized comments to be sexual harassment, thinking they are too innocent to be labeled that

way. But, if something you do makes your fellow member (adult or youth) uncomfortable, or makes them feel unsafe, you must stop. We assume every harassment or sexual harassment claim is legitimate unless proven otherwise.

We listen to victims of harassment and sexual harassment and always conduct our investigations properly. Occasional false reports do happen and do not undermine this principle. We will not allow further victimization of harassed Members. We will fully support members (adult or youth), staff or volunteers who were harassed or sexually harassed and will not take any adverse action against the victim.

Those who support or overlook harassment or sexual harassment are as much at fault as offenders. Staff and our organizations owner are especially obliged to prevent harassment and sexual harassment and act when they have suspicions or receive reports. Letting this behavior go on or encouraging it will bring about disciplinary action internally. Anyone who witnesses an incident of harassment or sexual harassment or has other kinds of proof should report to a staff member or the organizations owner immediately.

How to report harassment (bullying)

If you are being harassed (or suspect another person is being harassed), please report it to staff or organizations owner via the online contact form or memberservices@marshalentertainment.com . In serious cases like assault, please call the police and inform staff or organizations owner that you plan to press charges. We acknowledge it's often hard to come forward about these issues, but we need your help to build a fair and safe workplace for our members (adult or youth). If you want to report harassment within our organizations, there are two options:

Ask for an urgent meeting with your captain/coach or staff or organizations owner. Once in the meeting, explain the situation in as much detail as possible. If you have any hard evidence (e.g. emails), forward it or bring it with you to the meeting. Send your complaint via email memberservices@marshalentertainment.com.

Staff or organizations owner will discuss the issue and contact you as soon as possible. If you report assault to the police, our organization will provide any possible support until the matter is resolved. In any case, we will ensure you are not victimized and that you have access to relevant evidence admissible in court, like security video footage or emails (without revealing confidential information about other members.)

How to report sexual harassment

If you are being sexually harassed (or suspect another person is being harassed), please report it to staff or organizations owner via the online contact form or memberservices@marshalentertainment.com. In serious cases like sexual assault, please call the police and inform staff or organizations owner that you plan to press charges. We acknowledge it's often hard to come forward about these issues, but we need your help to build a fair and safe workplace for you and your colleagues. If you want to report sexual harassment within our organizations, there are two options:

Ask for an urgent meeting with your captain/coach or staff or organizations owner. Once in the meeting, explain the situation in as much detail as possible. If you have any hard evidence (e.g. emails), forward it or bring it with you to the meeting. Send your complaint via email memberservices@marshalentertainment.com.

Staff or organizations owner will discuss the issue and contact you as soon as possible. If you report assault to the police, our organization will provide any possible support until the matter is resolved. In any case, we will ensure you are not victimized and that you have access to relevant evidence admissible in court, like security video footage or emails (without revealing confidential information about other members.)

Inadvertent harassment

Sometimes, people who harass others do not realize that their behavior is wrong. We understand this is possible, but that doesn't make the perpetrator any less responsible for their actions. If you suspect that someone doesn't realize their behavior is harassment or sexual harassment under the definition of this policy, let them know and ask them to stop. Do so preferably via email so you can have records to memberservices@marshalentertainment.com.

Please do not use this approach when:

Harassment or Sexual harassment goes beyond the boundary's derogatory remarks or of off-hand comments, flirting or jokes. In the above cases, report to staff or organizations owner as soon as possible.

Disciplinary action and repeat offenders

Members (adult or youth) who are found guilty of physical assault or sexual assault will be expelled (**MEMBERSHIP CANCELLED NO REFUND**) after the first complaint and investigation.

Members who are found guilty of harassment (bullying) or sexual harassment (but not assault) the first time may:

Be counseled, benched or to be determined penalty management assess for the severity of the harassment (Up to expulsion and lose of membership fee).

We will terminate repeat offenders after the second claim against them if our investigation concludes they are indeed guilty of continued. We apply these disciplinary actions uniformly. Members (adult or youth) of any sexual orientation or other protected characteristics will be penalized the same way for the same offenses.

Course of Action

When staff or the organizations owner receives a complaint that a member harasses another member (adult or youth) , they will:

- Ask for as many details and information as possible from the person or people making the complaint.
- Keep copies of the report with dates, times and details of incidents and any possible evidence in a confidential file (separate from the personnel file.) staff or organizations owner should update this file with all future actions and conversations regarding this complaint.
- Launch an investigation. Check if there have been similar reports on the same person. Inform the harassed member of our organization's procedures and their options to take legal action if appropriate.
- Take into account the wishes of the harassed member. Some might want the matter to be resolved informally and discreetly, while others might expect more radical actions.
- The organizations owner will consider the circumstances and decide on appropriate action.
- Contact the harasser and set up a meeting to explain the complaint and explicitly ask for this behavior to stop, *or*, Arrange for mediation sessions with the two members (harasser and perpetrator) to resolve the issue (only at request of the reporting party), if the harassed member agrees *or*, Launch a disciplinary process depending on the severity of the harassment.

In cases of physical assault or sexual assault or coercing someone to sexual favors under threats, we will expel the harasser immediately. We will terminate members who are found guilty in a court of law of sexually assaulting another member, even if staff or organizations owner has not conducted its own investigation.

Staff or organizations owner must not, under any circumstances, blame the victim, conceal a report or discourage members from reporting harassment or sexual harassment. If staff behaves that way, please send an email to a different staff member or organizations owner explaining the situation.

We welcome any feedback or complaints about our procedures and how our members handled each case.

Helping harassment victims

Apart from investigating claims and punishing perpetrators, we want to support the victims of sexual harassment.

If you experience trauma, stress or other symptoms because of harassment, consider:

[Taking a few days of skipped practice (no missed practice penalty) to restore your mental health.]

[Asking your insurance provider whether they cover mental health services.]

Your membership and standing will not be jeopardized or altered if you choose any of those options or other means to recovery.

SPEAK UP, WE LISTEN

Harassment and Sexual harassment can exhaust those who endure it. Speaking up about this issue is often tough for fear of not being heard, upsetting staff or organizations owner and challenging organizations culture. **PLEASE** don't let these fears deter you. Our organization will do **EVERYTHING POSSIBLE** to stop sexual harassment and any other kind of harassment from happening, while supporting harassed members.

We need to know what's going on so we can act on it. And by raising your voice on this issue, you help our organization create a safe and happy environment to thrive.