



Texas Association of Social Sailors

## **TASS Equal Opportunity Organization, Anti-Discrimination, and Anti-Sexual Harassment Policies**

**The Texas Association of Social Sailors (TASS) strives for equal opportunities for all volunteers and members and is committed to providing a healthy and safe environment free of discrimination for members, volunteers, guests, and third parties. Preventing discrimination begins with respect and adherence to the law. Therefore, discrimination against individuals on the basis of race, religion, color, sex, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies, is strictly prohibited.**

**Verbal, physical, sexual, or any other form of harassment that belittles or demeans any individual on the basis of race, religion, color, sex, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws is also strictly prohibited. Prohibited harassment includes conduct that has the purpose or effect of unreasonably interfering with a Volunteer's, member's, guest's, or third party's performance or experience or creating an environment that is hostile, intimidating, or offensive. Sexual advances; physical conduct of a sexual nature; sexual or racial jokes; racial, ethnic, nation origin, or disability slurs; and other harassing language or conduct that is meant to intimidate or that negatively impacts a Volunteer's, member's, guests', or third party's environment is considered harassment and is strictly prohibited.**

**To promote equality, TASS will administer and conduct all practices and procedures including volunteering, training, education, recreational and social activities, and safety and health programs, without regard to race, religion, color, sex, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies.**

**This policy applies to every person in the organization and at club-sponsored activities, no matter his or her authority or position. Violators of this policy are subject to investigation and discipline, including, but not limited to, termination of membership and/or exclusion to any future events. TASS reserves the right to terminate a volunteer's, member's, guests', or third party's access to an event, including a paid event, without a refund in cases where the TASS Board or other TASS member in charge determines this policy has been violated.**

### **When Discrimination is Experienced or Suspected**



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**If you are discriminated against, you are required to report it immediately to an officer of TASS. If you know of or suspect discrimination to another person, including harassment, report it to an officer of TASS. Members and third parties are protected from filing a complaint of discrimination or assisting in an investigation of discrimination. If these avenues of reporting are not satisfactory to you, then you can direct your questions, suggestions, problems, or complaints to the Commodore.**

**If warranted, TASS will investigate credible allegations of discrimination, including harassment. TASS may use third parties to assist in such investigations. All members and third parties are responsible for cooperating fully in any investigation. Finally, any member or third party who makes a knowingly false claim of discrimination will be subject to discipline.**