

**FREEDOM ROWERS, INC.**  
**Sexual Harassment and Bullying Policy**

- 1. Freedom Rowers will not tolerate any bullying, sexual harassment or inappropriate use of the internet in such context. Remember, your future careers are at stake.**
- 2. Policy: No person on the premises of Freedom rowers or engaged in any activity under its auspices, whether athletic or not, shall engage in sexual harassment or bullying.**
- 3. Sexual harassment: Means any conduct towards another person, of any gender, that a reasonable person would consider sexually offensive or that would tend to create a sexually objectionable atmosphere.**
- 4. Bullying: Defined as repeated, persistent and aggressive behavior intended to cause fear, distress or harm to another person's body, emotions, self-esteem or reputation.**
- 5. Recourse: any person who believes that he or she has been subjected to sexual harassment or bullying prohibited under this policy may bring the matter to the attention of the president of Freedom Rowers or a person designated by the president. All such allegations shall be investigated and, if confirmed as constituting sexual harassment or bullying, after giving the persons against whom the allegations were made, an opportunity to respond to the allegations, appropriate sanctions shall be taken with respect to such person or persons.**
- 6. Sanctions: May include reprimand, suspension or termination of membership or access to Freedom Rowers' facilities and activities or such other actions as the president or the Board of Directors deem appropriate.**
- 7. Plain language policy: Freedom Rowers is an athletic organization and believes that persons participating in its activities should focus on athletics in an environment that is welcoming and comfortable for all. It is unacceptable for any athlete to engage in or be subjected to sexual harassment or bullying of any sort.**

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Signature

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Date