



## **Sexual Harassment Policy**

Rev. 5-15-2018

Crossmen Productions, Inc. has adopted the EEOC's definition of sexual harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature are considered to be sexual harassment when:

- Submission to such conduct is made either directly or indirectly as a term or condition of employment or participation;
- Submission to or rejection of such conduct is used as the basis for employment or participation decisions which affect staff, volunteers or members;
- Such conduct has the purpose or the effect of unreasonably interfering with the routine performance of staff, volunteers, or members; and/or creating an intimidating, hostile, or offensive working environment.

The following are some examples of conduct, which may be considered sexual harassment and, therefore, are prohibited by this policy:

- Repeated, unwelcome and offensive sexual flirtations, advances or propositions;
- Continued or repeated verbal abuse of sexual nature;
- Continued or repeated graphic verbal commentaries about a person's body;
- Display of sexually suggestive objects or pictures;
- Continued or repeated suggestive sexual comments or remarks;
- Continued or repeated insults, humor or jokes about a person's sex or traits relating to sex;
- Continued or repeated touching, pinching, or brushing a person's body.

Sexual harassment does not refer to occasional socially acceptable compliments. It refers to behavior that is unwelcome, personally offensive or sufficiently severe or repeated that it alters the conditions of employment and creates an abusive working environment.

Any staff, volunteers, or members knowingly violating this policy is subject to disciplinary action, **which can include reprimand, suspension, or dismissal.**

### **Sexual Harassment Reporting Procedures**

In the event that a person is either a victim of the above sexual harassment circumstances or is a witness to such harassment, said person must immediately report the details to Corps Operations Assistants – Chelsea Stemet or Rico Gomez. In the event of their absence, said incident must be reported to Maureen Morrison, Director of Operations or Fred Morrison, Executive Director.