

Sample draft for Dolphin's Anti-Harassment Policy

The Dolphin Democratic Club is dedicated to providing an environment that is free of discrimination, harassment, and offensive conduct for all club members and the public. Everyone must take responsibility for creating an atmosphere that values diversity and promotes inclusion, fairness and respect. The following policy is set forth as a requirement of all Dolphin members:

- Slurs, jokes or epithets based on race, color, age, national origin, sex, religion, marital status, sexual orientation, or gender identity/expression are prohibited during board meetings and general membership meetings. This includes offensive conduct or language reflective of racism, sexism, or bigotry towards members of the public or fellow club members.
- No member of the club or the public attending a meeting should be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical. This includes talking about sexual behavior or activities that would make someone feel uncomfortable.
- Equal respect and courtesy to all persons is required of all Dolphin Club members. The Dolphin Democratic Club will have a zero tolerance for conduct of a harassing nature and will not condone such behavior. A violation of this policy is cause for serious disciplinary actions that could lead to removal from our meeting and separation of membership from the club.

Please contact -----if you have any question regarding this policy or to discuss possible misconduct by a member of the Dolphin Democratic Club.