

BLACK STAR DEFENSE INDY

ANTI-HARASSMENT POLICY

The Black Star Defense Indy Club prioritizes the well-being of all its members and visitors, ensuring a healthy and safe environment free from harassment during meetings and club events. To uphold this commitment, the club has formulated a comprehensive policy aimed at preventing all forms of harassment, including sexual harassment. In the event of any such incident, swift and immediate action will be taken to address and resolve the matter promptly.

Sexual Harassment

At the Black Star Defense Indy Club, we maintain a zero-tolerance policy towards the display of pornographic, racist, or offensive signs or images. We prohibit practical jokes that cause discomfort or embarrassment, or any inappropriate behavior whether explicit or indirect.

Sexual harassment means harassment based on sex or conduct of a sexual nature. Also, it may include other unwelcome sex-based conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities, or other verbal or physical conduct of a sexual nature. Sexual harassing conduct need not be motivated by sexual desire and may include situations that began as reciprocal relationships, but that later cease to be reciprocal.

We strongly believe that all forms of harassment are unacceptable and have a detrimental impact on the safety and well-being of our members and visitors. Such behavior is offensive, often intimidating others and disrupting the unity of our community. We are committed to maintaining a club environment where harassment is not tolerated under any circumstances.

Discriminatory Harassment

Discriminatory harassment encompasses the unwelcome verbal or physical conduct directed towards a member or visitor based on various characteristics, including disability, race, religion, sex and sexual orientation.

The Black Star Defense Indy Club, firmly stand against all forms of harassment and maintain a policy of zero tolerance. We will not tolerate any instances of verbal or physical abuse, threats, derogatory remarks, jokes innuendos, or taunts that target an individual's disability, race, religion, sex and sexual orientation.

Reporting Sexual Harassment, and/or Discrimination

If a member or visitor feel that they have witnessed or have been subjected to any form of sexual harassment or discrimination, immediately notify **The Club Manager**. Anyone in Leadership who becomes aware of a potential violation of this policy must promptly report the potential violation to **The Club Manager**. The Black Star Defense Indy Club have a legal responsibility to make sure that all members and visitors are treated fairly and with respect.

We will promptly, fairly, and thoroughly investigate any claim and take appropriate action where we find a claim has merit. If the club begins an investigation, we will conduct the investigation in a timely and fair manner and will keep the investigation confidential to the extent possible. In the same way, anyone involved in an investigation of harassment has an obligation to keep all information about the investigation confidential.

During the investigative process both the complainant and the alleged harasser will be interviewed, along with any other individuals who may provide relevant information. All information shared will be treated with utmost confidentiality. **IF THE SITUATION WARRANTS, PER THE BYLAWS LEADERSHIP IS EMPLOYERED TO SUSPEND A MEMBER OR VISITOR FROM ATTENDING CLUB MEETINGS AND/OR CLUB EVENTS, OR IMPOSE A PERMANENT BAN FROM THE CLUB.**

It is important to note that the procedure for reporting incidents of harassment is not intended to hinder, replace, or limit any member or visitor's right to seek legal remedies available under state or federal law. Individuals have the option to report the matter directly to the appropriate state or federal agency as deemed necessary.

