

## **Toronto Camera Club Harassment Policy**

### **Preamble**

The Toronto Camera Club is committed to providing an environment free of harassment. Every member has the right to attend Club meetings and to participate in Club activities free of harassment. Every member also has the responsibility to ensure a harassment free environment exists for all members.

### **Meaning**

Harassment includes persistent, ongoing conduct or communication in any form of attitudes, beliefs or actions towards a member or group of members which might reasonably be known to be unwelcome. Harassment may also include a single incident which by virtue of its serious nature may be viewed as having the same meaning.

### **Complaint**

Any member who feels harassed should contact the President or another member of the Board of Directors to express his/her concerns. The President or a Club member assigned by the President (save for any Past President) will investigate the complaint(s) in order to determine an appropriate course of action. This may include a report to the Board of Directors held in Executive Session. In such a case the Board (save for any Past President) will make a decision which may result in actions up to and including suspension of a member from the Club.

### **Appeal**

A member against whom action is taken by the Board of Directors may appeal such action to the Council of Past Presidents who shall confirm or reverse the decision or make a different decision which will be final. A member who feels his/her complaint has not been properly investigated may also lodge an appeal with the Council.

### **Awareness**

This policy shall be posted in such manner that it is available to all members for reference.

Adopted by the Board August 9, 2016