



Walt Whitman Crew Boosters

Equal Opportunity Policy

Approved January 11, 2022

Equal Opportunity

Walt Whitman Crew Boosters (“WWCB”) is an equal opportunity organization and does not discriminate, nor tolerate any discrimination or harassment, based on race (including traits associated with race), color, religion, sex, pregnancy, marital status, family responsibilities, disability, age, national origin, citizenship status, ancestry, creed, sexual orientation, gender identity, genetic information, military or veteran status, or any other category protected by applicable federal, state, or local law (“protected class”). This policy applies to services offered or provided to our employees, athletes, Board Members, and parents. Retaliation for filing a complaint or being involved in the investigation of a complaint is prohibited under this policy.

Harassment

Repeated or severe conduct that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment, or (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on a protected class; or (e) any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior. Harassment does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved athlete performance.

Sexual or Gender-Related Harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (a) or (b) below are present.

- a. Submission to such conduct is made, either explicitly or implicitly, a term or condition of any person’s employment, standing in sport, or participation in events, sports programs or activities; or when submission to or rejection of such conduct is used as the basis for sporting decisions affecting the individual (often referred to as “quid pro quo” harassment); or
- b. Such conduct causes fear, humiliation or annoyance or otherwise creates a hostile environment.

Sexual harassment includes harassment related to gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether



verbal or nonverbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined in (a) or (b), above, are present.

Hostile Environment

A “hostile environment” exists when the conduct is sufficiently severe, persistent, or pervasive such that it interferes with, limits, or deprives any individual of the opportunity to participate in any program or activity. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. Whether a hostile environment exists depends on the totality of known circumstances, including, but not limited to:

- a. The frequency, nature, and severity of the conduct;
- b. Whether the conduct was physically threatening;
- c. The effect of the conduct on the individual’s mental or emotional state;
- d. Whether the conduct was directed at more than one person;
- e. Whether the conduct arose in the context of other discriminatory conduct;
- f. Whether the conduct unreasonably interfered with any person’s educational or work performance or sport programs or activities; and
- g. Whether the conduct implicates concerns related to protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of sexual contact without consent, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, may not be sufficient to constitute a hostile environment.

Reports and Investigations

Questions or concerns about any type of discrimination, harassment, or retaliation should be brought to the attention of the President. Individuals can raise concerns and make reports without fear of retaliation, which is prohibited by WWCB. Anyone found to be engaging in any type of unlawful discrimination, harassment, or retaliation will be subject to disciplinary action, up to and including termination or dismissal. Depending on the nature of the report, WWCB may be obligated to report the alleged conduct to other entities, such as the U.S. Center for SafeSport, local law enforcement, or other federal, state, or local agencies and will cooperate with such entities.

WWCB has a formal grievance process for investigating complaints.

WWCB will handle information provided under this policy confidentially to the extent permitted given the need to take appropriate action.