**Rossville Baseball Softball Summer Rec League**

**Policy on Sexual Harassment**

**Purpose**

Rossville Baseball Softball Summer Rec League (hereinafter referred to as RBSSRL) has a zero-tolerance policy against all forms of sexual harassment. This policy was created as part of our commitment to providing a safe and supportive environment for area youth and provides notice to all participants that sexual harassment will not be tolerated, and violators will be held accountable. We recognize that anyone can be a victim of sexual harassment regardless of gender, gender identity, sexual orientation, race, age, or other factors. In can occur within league events or outside between coaches, players, and others. Therefore, RBSSRL will take every measure within its power to prevent and address acts of sexual harassment.

**Sexual Harassment**

Sexual harassment can occur in many ways. It may involve unwelcome romantic or sexual advances, requests for sexual favors, visual materials, social media posts, verbal comments, and/or physical contact of a sexual nature, regardless of gender or gender identity. Involved parties, either victim or harasser, could be a coach, parent, teammate, spectator, or opposing player. Such conduct is a violation of this policy, even in instances where the offending person believed they were acting jokingly. Such communications, comments, actions of a sexual nature, or unwelcome advances are prohibited at RBSSRL events and facilities regardless if others were offended.

**Persons Covered by this Policy**

Persons covered by this policy include board members, voting members, parents, players, and spectators at RBSSRL facilities and events as well as contractors hired by the Board.

**Reporting Sexual Harassment**

Allegations of sexual harassment should be reported to a board member as soon as reasonably possible after the conduct occurs to help ensure an effective investigation. RBSSRL investigates any incident of sexual harassment reported under this policy. Accordingly, it is imperative that RBSSRL is given the opportunity to investigate and resolve any reported concerns. RBSSRL will promptly undertake or direct an effective, thorough, and objective investigation of the complaint.

If RBSSRL determines that any person covered by this policy has engaged in conduct in

violation of this policy, RBSSRL shall take prompt, remedial action commensurate with the circumstance, up to and including dismissal of the offender from the program and RBSSRL facilities as per the terms of our disciplinary policy. The RBSSRL Board shall provide community referrals and resources to assist with any concerns or experiences regarding sexual harassment.

**Duty to Cooperate**

Every RBSSRL participant shall have a duty to cooperate with the investigation. Failure to do so may result in disciplinary action. Additionally, every participant has the duty to be truthful and must disclose all information known to them when requested to do so by an appropriate person in the organization or the person designated by the organization to investigate an alleged incident of violence. Any participant who fails to be completely truthful or who withholds information shall be subject to disciplinary action.

**Retaliation**

RBSSRL prohibits any retaliation against anyone who complains of sexual harassment or who participates in an investigation. Retaliation includes, but is not limited to, taking disciplinary action against the reporter, removing them from coaching or banning them

from facilities. Allegations of retaliation will be investigated, and appropriate remedial

action will be taken. Any individual engaging in retaliatory behavior will be subject to disciplinary action, which may include removal from league activities and participation.