

Rotary District 5340
Anti-Sexual Harassment
Policy
Shared with Rancho Santa Fe
Rotary Club Members
June, 2018

Rotary District 5340 has adopted the following anti-sexual harassment policy:

Rotary District 5340, and Rotary International, maintains a zero-tolerance policy on sexual harassment. The aim is to create an environment where all members, regardless of gender or identity, are able to be a part of Rotary free of sexual harassment or behavior that is inconsistent with organizational emphasis on safety, courtesy, dignity, and respect and is not offensive, humiliating or intimidating.

Rotary's Code of Policies specifically spells out:

2.120. Conduct for Rotary Events and Activities

Rotary is committed to maintaining an environment that promotes safety, courtesy, dignity, and respect. All Rotary club members and individuals attending or participating in Rotary events or activities have the right to an environment free of harassment, including unwelcome physical contact, advances, or comments.

Rotarians and their guests shall demonstrate good character, integrity, and leadership by fostering a harassment free environment at club events and activities.

Allegations of unwelcome physical contact, advances, or comments at Rotary events or activities shall be reviewed by the club board and responded to within a reasonable timeframe with the aim of halting any continuing breach of the rules of conduct for Rotary events and activities. If the alleged offending individual is a member of the Club Board, he or she shall recuse himself or herself from the discussion relating to his or her alleged actions.

In conjunction with the zero tolerance policy, any supportable allegation of criminal behavior should be referred to local law enforcement without unnecessary delay and unrelated to Club action undertaken.

Our organizational guidelines dictate that any unreasonable failure or unreasonable delay by the Rotary Club of Rancho Santa Fe, the Rancho Santa Fe Rotary Foundation, Rotary District 5340 and Rotary International to adequately address allegations of inappropriate behavior should be referred to the current District Governor, whose email and mailing address will be set forth in the District 5340 website, www.rotary5340.org (June 2017 Mtg., Bd. Dec. 177)

Prohibited Conduct Includes:

- Unwanted or offensive physical contact, including but not limited to touching or
- Brushing against another person, or touching, groping or grabbing them.
- Any objectively offensive gestures, staring, ogling, or leering
- Sexual propositions or repeated continual requests, suggestions or invitations regarding sex.
- Making crude or suggestive jokes
- Making unsolicited comments about a person's personal or sex life
- Acts of physical intimidation, such as invading another person's space or blocking the way
- Making comments based on gender stereotypes

Sexual harassment may involve adults or children. Anyone, regardless of gender, can be sexually harassed. Disciplinary action may be taken against a member engaging in such conduct.

All Rotary members have a responsibility to:

- Understand what constitutes sexual harassment
- Refrain from this behavior
- Discourage any such behavior of which they become aware

Rotary Club Presidents have a responsibility to:

- Listen and provide support to complainants
- Resolve the matter in accordance with organizational guidelines, informally, locally, or
- Refer the matter to the [District Governor](#), if unresolved.

The Rotary District Governor will address unresolved complaints referred from clubs or members. All inquiries or complaints will be taken seriously, and be dealt with confidentially and promptly.

Sexual harassment has no place within Rotary.