

HARASSMENT POLICY
of the
Youth Softball Program
BROOKLYN PARK ATHLETIC ASSOCIATION, INCORPORATED

Brooklyn Park Athletic Association believes that every participant has the right to an environment free of unwelcome verbal or physical conduct which harasses, disrupts, or interferes with the individual's performance or which creates an intimidating, offensive, or hostile environment. Brooklyn Park Athletic Association will not tolerate its members engaging in this type of behavior. Any member participating in such negative conduct will be subject to appropriate corrective action which may include termination from all activities.

Member Harassment means – unwelcome conduct directed toward a member that illegally discriminates against that member, unreasonably interferes with an individual's performance, or creates an intimidating, hostile or offensive environment.

Sexual Harassment means – unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where:

- submission to such conduct is made either explicitly as a term or condition of an individual's participation; or
- submission to or rejection of such conduct is used or threatened to be used as the basis for participation; or
- such conduct unreasonably interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

Guidelines:

If you become aware of a situation involving unwelcome and inappropriate behavior directed toward you or another participant, report it immediately to your coach, parent or player representative.

If for any reason you do not feel that you can speak to your coach, parent or player representative about the situation, please report to a Director or Executive Officer at BPAA.

Upon receipt of a written & signed complaint under this policy, Brooklyn Park Athletic Association will initiate an investigation of the situation. The investigation will document the responses of all individuals involved.

Disciplinary Action:

Any disciplinary action taken in response to the findings of a harassment complaint will be based on the individual circumstances of each situation. Disciplinary actions may include, but are not limited to written warnings, suspension or legal action.

In addition, if it is determined that a person has falsely and intentionally accused someone of harassment, appropriate disciplinary action may be taken, which may include suspension or legal action.