

## Sexual Harassment Policy

Joseph G. McCombs Post 146, The American Legion, Department of California, is committed to creating an environment void of all unlawful discrimination and which more specifically is free from harassment or intimidation based upon sex.

Harassment on the basis of sex is a violation of Title VII of the Civil Rights Act of 1964, as amended, and The California Fair Employment and Housing Act.

This policy applies uniformly to all officers, programs, activities, post members, and guests. It prohibits any form of unwanted or unwelcome advances of a sexual nature by officers, members, beneficiaries, other clients and guests. This policy also prohibits granting preferences or denying of opportunities or benefits because of an individual's submission to or rejection of these sexual advances. This policy also prohibits any conduct that creates a hostile or intimidating work environment.

Examples of conduct that may constitute sexual harassment and therefore are prohibited by this policy include, but are not limited to:

1. Unwelcome, unwanted, unsolicited verbal or written propositions.
2. Obscene or suggestive remarks, gestures or jokes of a sexual nature, or about gender-specific traits.
3. Unwelcome and intentional physical behavior such as kissing, hugging, pinching, back rubs, pats on the butt, or "accidental" brushing up against another individual.
4. Displaying or circulating photographs or other materials and objects that are sexually suggestive or that demean or display hostility toward an individual because of that individual's gender.
5. Any other unlawful verbal, non-verbal or physical advances and/or harassment.
6. Discussion of sexual acts.
7. Someone impeding or blocking your movements.

(All of the above also apply to text, audio and electronic communications such as telephone calls, voice mail messages and emails.

Any Post officer, member and guest who feels that she or he is a victim (either directly or indirectly) of sexual harassment should immediately advise the Post Adjutant, or the Post Commander, and may file a complaint of discrimination alleging sexual harassment. Complaints will be taken very seriously. They will be investigated immediately and handled as confidentially as possible.

Swift and appropriate disciplinary actions, up to, and including, termination of membership, will be taken against any post member found to have sexually harassed any other post member, or beneficiary of post services. As with other complaints of alleged discrimination, retaliation against or interference with individuals filing a complaint or participating in an investigation is also strictly prohibited.

Please refer questions related to this Policy to:

Samuel Brookins, Commander

David Hamilton, Adjutant

email: [Commander@legionpost146.org](mailto:Commander@legionpost146.org)

Email: [Adjutant@legionpost146.org](mailto:Adjutant@legionpost146.org)

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