



OUT Central Oregon
PO BOX 1204
Bend, Oregon 97709
info@outcentraloregon.com
<https://outcentraloregon.com>

OUT Central Oregon Discrimination and Harassment Policy

Updated 4/26/2023

OUT Central Oregon, “the organization,” prohibits unlawful discrimination and harassment. This policy defines these terms and provides a complaint procedure for Board Members who believe they have been the victims of prohibited conduct. This policy applies to all matters related to onboarding, termination, transfer, promotion, benefits, compensation, and other terms and conditions of service to OUT Central Oregon.

Discrimination and Harassment

It is OUT Central Oregon policy to provide an environment free from unlawful discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, national origin, marital status, age, caste, expunged juvenile record, performance of duty in a uniformed service or physical or mental disability, or any other characteristic protected by local law, regulation, or ordinance.

It is our policy that all Board Members, donors, contractors, and partners of the organization are entitled to a respectful and productive environment free from behavior, action, or language that constitutes harassment or discrimination.

The policy prohibits any conduct at that a reasonable person in the individual’s circumstances would consider unwelcome, intimidating, hostile, threatening, violent, abusive, or offensive. This policy also prohibits any form of retaliatory action toward a Board Member for filing a complaint of discrimination or harassment, or for participation in an investigation of a complaint.

Harassment can be based on national origin, age, sex, race, disability, religion, caste, sexual orientation, gender identity, or gender expression. It may also encompass other forms of unwelcome, hostile, intimidating, threatening, humiliating, or violent behavior that is not necessarily illegal, but still prohibited by this policy.

Sexual harassment is a form of harassment and includes, but is not limited to, the following types of conduct:

- Unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature when such conduct is directed toward an individual because of that individual's sex and submission to such conduct is made either explicitly or implicitly a term or condition of service on the Board; or submission to or rejection of such conduct is used as the basis for continued service decisions affecting that individual.



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- Unwelcome verbal or physical conduct that is sufficiently severe or pervasive to have the purpose or effect of unreasonably interfering with performance or creating a hostile, intimidating or offensive environment.

Sexual Assault

Unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat, or intimidation.

Prohibited Conduct

This policy prohibits conduct based on an individual's protected class status. Although by no means all-inclusive, the following examples represent prohibited behavior:

- Physical harassment, including but not limited to unwelcome physical contact such as touching, impeding or blocking movement, or any physical interference with a Board Member's duties;
- Verbal harassment, including but not limited to disparaging or disrespectful comments, jokes, slurs, innuendoes, teasing, and other sexual talk such as jokes, personal inquiries, persistent unwanted courting and derogatory insults;
- Nonverbal harassment, including but not limited to suggestive or insulting sounds, obscene gestures, leering or whistling;
- Visual harassment, including but not limited to displays of explicit or offensive calendars, circulation of derogatory content, posters, pictures, drawings or cartoons that reflect disparagingly upon a class of persons or a particular person; or
- Sexual harassment, as described above, including but not limited to unwelcome sexual advances, requests for favors in exchange for conduct of a sexual nature, or other conduct of a sexual nature.

Penalties

We will not tolerate discriminatory conduct, harassment, or sexual assault. Any individual found to have engaged in such conduct may face disciplinary action up to, and including, removal from OUT Central Oregon's Board of Directors. The organization may also subject Board Members who fail to report known harassment – or fail to take prompt, appropriate corrective action — to disciplinary action, including potential dismissal.

Retaliation Protections



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OUT Central Oregon prohibits retaliation against any Board Member for filing a complaint regarding conduct in violation of this policy. OUT Central Oregon will not tolerate retaliation against any Board Member for raising a good faith concern, for providing information related to a concern, or for otherwise cooperating in an investigation of a reported violation of this policy. Any Board Member who retaliates against anyone involved in an investigation is subject to disciplinary action, up to and including dismissal.

Reporting Procedure

Any Board Member aware of or experiencing discrimination, harassment or sexual assault within the organization should report that information immediately to the full Board of Directors, excluding the particular Board Member who allegedly behaved discriminatorily or harassingly. All Board Members are encouraged to document any incidents involving discrimination, harassment, and sexual assault as soon as possible.

Nondisclosure or Nondisparagement Agreements

Under this policy, a nondisclosure agreement is any agreement by which one or more parties agree not to discuss or disclose information regarding any complaint of organization-related harassment, discrimination, or sexual assault, including the amount or terms of a settlement.

A nondisparagement agreement is any agreement by which one or more parties agree not to discredit or make negative or disparaging written or oral statements about any other party or the company.

The organization will not require a former, current or prospective Board Member to enter into any agreement if the purpose or effect of the agreement prevents the Board Member from disclosing or discussing conduct constituting discrimination, harassment, or sexual assault.

A Board Member claiming to be aggrieved by discrimination, harassment, or sexual assault may, however, voluntarily request to enter into a settlement, separation, or severance agreement which contains a nondisclosure or nondisparagement provision and will have at least seven days to revoke any such agreement. The organization will not offer a settlement on the condition of a request for these terms.

Time Limitations

Nothing in this policy precludes any person from filing a formal grievance in accordance with a collective bargaining agreement (if applicable), the Bureau of Labor and Industries' Civil Rights Division or the Equal Employment Opportunity Commission. Note that Oregon state law requires that any legal action taken on alleged discriminatory conduct (specifically that prohibited by ORS 659A.030, 659A.082 or 659A.112) commence no later than five years after the occurrence of the violation. Other applicable laws may have a shorter time limitation on filing.




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Voted on and approved by the Board of Directors of OUT Central Oregon on April 26, 2023.

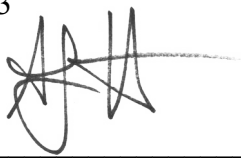
Name, Title: Brayán Gonzalez, Acting President

Date: 4/26/2023

Signature:  _____

Name, Title: AJ Hinojosa, Secretary

Date: 4/26/2023

Signature:  _____