

DC Triathlon Club Sexual Harassment Policy

The Policy Statement

The DC Triathlon Club (hereafter “the Club”) is committed to providing a safe environment for all of its members free from discrimination on any ground and from harassment including sexual harassment. The Club will operate a zero tolerance policy for any form of sexual harassment in the Club, treat all incidents seriously, and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including termination of membership in the Club. All Club members in a leadership position or any person working or volunteering for the Club who are in a position of leadership are expected to adhere to this policy or they may be expelled from the Club by a majority vote of the Board of Directors. Such decisions shall be final and not subject to review.

All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.

No one will be victimized for making such a complaint.

Definition of Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature that makes a person feel offended, humiliated and/or intimidated. It includes situations where a person is asked to engage in sexual activity as well as situations that create an environment that is hostile, intimidating or humiliating for the recipient.

Sexual harassment can involve one or more incidents, and actions constituting harassment may be physical, verbal and non-verbal. Anyone can be a victim of sexual harassment, regardless of the member’s sex and of the sex of the harasser. The Club recognizes that sexual harassment may also occur between people of the same sex. What matters is that the sexual conduct is unwanted and unwelcome by the person against whom the conduct is directed. Anyone who sexually harasses another will be reprimanded in accordance with this policy.

All sexual harassment is prohibited whether it takes place during official Club activities or during gatherings of Club members for training, racing, or social purposes.

Complaint Procedure

Anyone who is subjected to sexual harassment should, if possible, inform the alleged harasser that the conduct is unwanted and unwelcome. The Club recognizes that sexual harassment may occur in unequal relationships and that it may not be possible for the member to inform the alleged harasser. If a member cannot directly approach an alleged harasser, the member can approach the designated member of the Club’s Board of Directors. If the designated member of the Club’s Board of Directors is involved in the incidents that gave rise to the complaint, then the accuser should approach the secondary designated member of the Club’s Board of Directors.

Primary designee of the Club’s Board of Directors: Vice President of Membership
(secretary@dctriclub.org)

Secondary designee of the Club's Board of Directors: President (president@dctriclub.org)

The Club recognizes that sexual harassment often occurs in unequal relationships and person in such situations often feel that they cannot come forward. The Club understands the need to support members in making complaints.

Sanctions and Disciplinary Measures

Anyone who has been found to have sexually harassed another person under the terms of this policy is liable to any of the following sanctions:

- Verbal or written warning
- Termination of DC Triathlon Club membership for relevant specified period of time up to lifetime

The nature of the sanctions will depend on the gravity and extent of the harassment. Suitable deterrent sanctions will be applied to ensure that incidents of sexual harassment are not treated as trivial. Certain serious cases, including physical violence, will result in the immediate lifetime termination of membership of the harasser and the action will be reported to the local authorities.

Implementation of This Policy

The Club will ensure that this policy is widely disseminated to all members and readily accessible on the Club's website. It will be included on the Club's website alongside the Club's Code of Ethics and Conduct.

Monitoring and Evaluation

The Club recognizes the importance of monitoring this sexual harassment policy and will ensure that it evaluates the effectiveness of this policy and make any changes needed.