

Colorado State Square Dance Association (CSSDA) - Policy Sheets

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*Policy Sheet No 10 of 12
Adopted April 22, 2001*

Harassment

The Colorado State Square Dance Association believes in and adheres to the rights for the respect of human dignity and supports the applicable laws, rules, regulations and jurisdictions associated with harassment as well as sexual harassment. The Association has adopted a zero tolerance policy against any level or form of harassment occurring at member-sanctioned events.

Harassment can be defined as any act caused by one individual to trouble, worry, or torment another individual by repeated actions when the conduct has the purpose or the effect of unreasonably interfering with an individual's social activity or creating an intimidating, hostile, or offensive environment. Sexual harassment is defined as any unwanted sexual advance, request for sexual favors, or any other verbal or physical conduct of a sexual nature.

Therefore the Colorado State Square Dance Association encourages all member Councils and clubs to make a statement in their Bylaws or policies to not condone harassment. The policy may also not allow an environment to exist where harassment can be applied to members of their organization and if properly notified they will have the right to expel the person or persons that are perpetrating the offensive act.

As an example, the following statement or one of similar intent may be included in Bylaws or policy documents:

Conduct or Behavior:

The Club Officers (Board of Directors) are not to allow an environment to exist where a club member or guest can harass or be harassed by a fellow club member or guest at any club sanctioned event.

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The Club Officers (Board of Directors) have the right and responsibility to confront or expel the offending party or parties whenever such activity is noticed or brought to their attention. The Board of Directors or the club membership will determine other sanctions to club members or guests.

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