

Fort Bend County Fair Association

Anti-Harassment Policy

Anti-Harassment Policy

Fort Bend County Fair Association (FBCFA) seeks to maintain an environment that is free from all forms of discrimination or harassment. As a volunteer with FBCFA you have the right to be free from unlawful harassment and the obligation to do your part in preventing harassing conduct.

FBCFA will not tolerate conduct by any person which harasses, disrupts, or interferes with an individual's performance or which creates an intimidating, offensive, or hostile work environment. This prohibition includes any harassment or discrimination on the basis of race, color, age, religion, national origin, sex, sexual orientation, disability (physical or mental), citizenship, veteran status, genetic information, or any other characteristic protected by applicable Federal, state, or local law. The term sex includes pregnancy, childbirth, or a related medical condition.

Any volunteer who engages in discrimination, harassment, or retaliation may lose their volunteer relationship with FBCFA and be prohibited from all future volunteer opportunities with FBCFA. Employees who engage in such conduct shall be subject to disciplinary action.

As a volunteer, if you witness or otherwise become aware of discrimination or harassment, **against any individual**, you must report activity to FBCFA management. Failure to report discrimination or harassment constitutes a violation of FBCFA's policies and may result in termination of the volunteer relationship.

FBCFA prohibits all retaliation against the victim of harassment or discrimination, as well as retaliation against any individual who reports such conduct. Any reports of discrimination, harassment, or retaliation will be investigated promptly and impartially. Information collected shall be kept confidential to the extent possible and any resulting investigation shall comply with relevant legal requirements. FBCFA asks that volunteers requested to participate in any harassment or discrimination investigation do so in good faith. Failure to participate in good faith shall result in termination of the volunteer relationship.

Sexual Harassment

FBCFA does not tolerate sexual harassment by any individual employed by, volunteering for, or associated with the organization. "Sexual harassment" is generally defined under both state and federal law as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where:

- Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's employment or as a basis for employment decisions; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment may also include unwanted sexual jokes, inappropriate or vulgar language, sexual gestures, physical contact, physical assaults, and the display of sexually oriented materials. Conduct which is not intended to be offensive may still be perceived as harassment and employees and volunteers should conduct themselves professionally at all times. Conduct which may be appropriate or inoffensive in a social setting may not be acceptable at FCBFA. Avoid unnecessary touching, lewd jokes, and other forms of potentially inappropriate behavior.

Like all other forms of harassment, FBCFA strongly condemns sexual harassment and encourages all employees or volunteers who receive or witness sexual harassment to promptly report the behavior. FBCFA will take the necessary steps to investigate and end all sexually harassing behavior. Do not assume that FBCFA is already aware of a problem.

Acknowledgement of Receipt of Fort Bend County Fair Association's Anti-Harassment Policy

I have received a copy of the Fort Bend County Fair Association (FBCFA) Anti-Harassment Policy and have read and understand the policies and procedures explained therein. I understand that I may direct any future questions about the policy or procedures to the Manager of the FBCFA.

I agree that I will comply with all policies and procedures established by the Anti-Harassment Policy. I agree that my violation of any of these policies and procedures may be grounds to terminate my volunteer relationship and prohibit future volunteer opportunities with FBCFA.

I acknowledge that FBCFA reserves the right to change or modify its Anti-Harassment Policy at any time and without notice. I further acknowledge that nothing in this Acknowledge of Receipt or any other documents received or transmitted to or from FBCFA create an employment relationship.

Signature

Date

Volunteer Name (Printed)

Witnessed By:

Fort Bend County Fair Association Representative

Date