

OV Toros FC



Harassment

OV Toros FC is committed to providing an environment free of harassment on the basis of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital and family status or disability.

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. The TOROS will not tolerate harassing conduct that affects tangible job benefits that unreasonable interferes with an individual's work performance, or safety, or that creates an intimidating, hostile, or offensive working environment.

Among the types of conduct prohibited by this Policy are epithets, slurs, negative stereotyping, or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

Prohibited conduct can also include jokes, kidding, or teasing about another person's protected status. While harassing conduct is unlawful only if it affects tangible job benefits and/or interferes unreasonably with work performance and creates an abusive or hostile work environment, this Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

SEXUAL HARASSMENT

Sexual harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when:

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

Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any employment status.

Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to:

- Unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- Staring, ogling, leering, or whistling at a person;
- Continued or repeated verbal abuse of a sexual nature;

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- Sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- Graphic or degrading comments about a person's clothing, body, or sexual activity;
- Sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace;
- Suggestive or obscene letters, notes or invitations;
- Harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or
- Other physical or verbal conduct of a sexual nature.

OV Toros prohibits managers and supervisors from threatening or insinuating, either explicitly or implicitly, that an employee's submission to a rejection or sexual advance will in any way influence any personnel decision regarding the employee's wages, assigned duties, advancement, evaluation, shifts, career development, or any other condition of employment.

RACIAL, RELIGIOUS, OR NATIONAL ORIGIN HARASSMENT

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by TOV Toros FC. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner which would make a reasonable person uncomfortable in the work environment or which would interfere with the person's ability to perform the job. Examples of race, religious, or national origin harassment may include, but are not limited to:

- Jokes, which include reference to race, religion, or national origin;
- The display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin;
- Use of pejorative or demeaning language regarding a person's race, religion, or national origin.

CHILD SEXUAL ABUSE

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force, or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

If for any reason you feel you are a victim of harassment or suspect or believe that an incident of harassment has been committed, please report it by sending an email to safeguarding@ovtorosfc.com.