

BAYOU

REGIONAL VOLLEYBALL ASSOCIATION

of USA VOLLEYBALL

DISCRIMINATION AND SEXUAL HARASSMENT POLICIES

DISCRIMINATION POLICY

The commitment of the Bayou Regional Volleyball Association to the most fundamental principles of personal freedom, equality of opportunity, and human dignity requires that treatment of all members of the Regional be based on individual abilities and qualifications and be free from invidious discrimination.

The Bayou Regional Volleyball Association (BRVA) does not engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socio-economic status or any basis proscribed by law. The BRVA will not patronize any organization and/or business that engage in discriminatory practices of any basis proscribed by law.

SEXUAL HARASSMENT POLICY

The Bayou Regional Volleyball Association is committed to maintaining an athletic environment that is free from sexual harassment. Harassment can occur between any combination of members of the volleyball community – coaches, players, parents, and organizers. It generally occurs when one person, the harasser, holds a position of real or perceived authority over another individual.

Sexual harassment may involve:

- Suggestive comments about physical appearance
- Leering or staring
- Use or display of sexual material, not legitimately connected to coaching volleyball
- Sexual teasing
- Jokes with sexual themes
- Unwanted physical contact
- Promises or rewards in return for sexual favors
- Sexual assault

Bayou Regional members may not engage in sexual harassment of another BRVA member. Unwelcome and unwanted sexual advances, request for sexual favors, verbal or physical conduct of a sexual nature such as sexual jokes, gestures, graffiti, posters, writings, touching or other physical contact may constitute sexual harassment when:

1. Submission to or rejection of such conduct by an individual is used as the basis for participation, team selection and/or other decisions affecting such individual;
2. Such conduct has the purpose or effect of unreasonably interfering with an individual's opportunity to participate in volleyball events or creating an intimidating, hostile or offensive environment.

If a Regional member sexually harasses another Regional member, the harassed may take any or all of the following actions:

1. Respond immediately and do not ignore the problem;
2. Speak to the offender about his/her behavior; and
3. Report such behavior to a responsible adult member of your club and the Regional Commissioner in writing including but not limited to,
 - a. Your name
 - b. The name of the alleged offender
 - c. The specific nature and dates of the sexual harassment, and
 - d. Witnesses to the actions, if any.

A report of sexual harassment will remain confidential to the extent that maintaining confidentiality is not inconsistent with investigating the report of harassment, eliminating or remedying any sexual harassment found to have occurred, or preventing future harassment.

If so requested by the reporting party, the Regional Commissioner, or an appointed designee(s), will investigate the charges. Any member may be suspended from participation in sanctioned events, pending the investigation. Based upon the results of the investigation, and on a case basis, the Commissioner or the duly assigned designee(s) will determine whether the conduct of the alleged offender constitutes sexual harassment. If a determination that the member is guilty of sexual harassment is made, immediate and appropriate disciplinary action will be taken.

The disciplinary action will be consistent with the nature and severity of the offense and shall be approved by a review board. Such disciplinary action may include but shall not be limited to: suspension, termination or permanent expulsion from the Regional.

Additionally, any member who fails to cooperate in an investigation of alleged sexual harassment is subject to appropriate sanctions including without limitation, all of the above.

Any member who feels he/she has not been treated fairly in keeping with these policies should utilize the Regional's due process procedure.

