



THE AMERICAN LEGION
Joe Foss Post 97
5764 Hunt Hwy, San Tan Valley, Arizona 85132
8 November 2025

Anti-Harassment Policy

Anti-Harassment Policy Joe Foss Post 97, The American Legion, is committed to creating an environment void of all unlawful discrimination and which more specifically is free from harassment or intimidation based upon race, creed, religion, color, age, disability, pregnancy, marital status, parental status, veteran status, military status, domestic violence victim status, national origin, political affiliation, sex, predisposing genetic characteristics, and any other status protected by the law. This policy applies uniformly to all officers, programs, activities, post members, and guests. It prohibits any form of unwanted or unwelcome advances of a sexual nature by officers, members, beneficiaries, other clients and guests. This policy also prohibits granting preferences or denying opportunities or benefits because of an individual's submission to or rejection of these sexual advances. This policy also prohibits any conduct that creates a hostile or intimidating post environment.

Examples of conduct that may constitute harassment and therefore are prohibited by this policy include, but are not limited to:

- 1 Unwelcome, unwanted, unsolicited verbal or written propositions.
- 2 Obscene or suggestive remarks, gestures or jokes of a sexual or racial nature, or about gender-specific traits.
- 3 Unwelcome and intentional physical behavior such as kissing, hugging, pinching, back rubs, pats on the butt, or "accidental" brushing up against another individual.
- 4 Displaying or circulating photographs or other materials and objects that are sexual suggestive or that demean or display hostility toward an individual because of that individual's race/sexuality/gender.
- 5 Any other unlawful verbal, non-verbal or physical advances and/or harassment.
- 6 Discussion of sexual acts.
- 7 Someone impeding or blocking your movement.

All of the above also apply to text, audio and electronic communications such as telephone calls, voice mail messages and emails.

Any Post officer, member and guest who feels that she or he is a victim (either directly or indirectly) of harassment should immediately advise the Post Adjutant, or the Post Commander, and may file a complaint of discrimination alleging harassment. Complaints will be taken very seriously. They will be investigated immediately and handled as confidentially as possible. Swift and appropriate disciplinary actions, up to, and including, termination of membership, will be taken against any post member found to have harassed any other post member, or beneficiary of post services. As with other complaints of alleged discrimination, retaliation against or interference with individuals filing a complaint or participating in an investigation is also strictly prohibited.

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