



Sand Stew, Inc.
P.O. Box 60545
Worcester, MA 01606
www.soberinthesun.org



Sexual Harassment Policy

I. Introduction

It is the goal of Sand Stew, Inc. to promote an environment that is free of sexual harassment. Sexual harassment of anyone occurring at any of our events or in other settings in which others may find themselves in connection with Sand Stew, Inc. is unlawful and will not be tolerated by this organization. Further, any retaliation against an individual who has complained about sexual harassment or retaliation against individuals for cooperating with an investigation of a sexual harassment complaint is similarly unlawful and will not be tolerated. To achieve our goal of providing an environment free from sexual harassment, the conduct that is described in this policy will not be tolerated and we have provided a procedure by which inappropriate conduct will be dealt with, if encountered by anyone.

II. Definition of Sexual Harassment

The legal definition of sexual harassment is broad and in addition to the examples, other sexually oriented conduct, whether it is intended or not, that is unwelcome and has the effect of creating an environment that is hostile, offensive, intimidating, or humiliating to male or female workers may also constitute sexual harassment.

While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct which if unwelcome, may constitute sexual harassment depending upon the totality of the circumstances including the severity of the conduct and its pervasiveness:

- Unwelcome sexual advances -- whether they involve physical touching or not
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life; comment on an individual's body, comment about an individual's sexual activity, deficiencies, or prowess
 - Displaying sexually suggestive objects, pictures, cartoons
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments
- Inquiries into one's sexual experiences, and
- Discussion of one's sexual activities

III. Sand Stew, Inc.'s policy on sexual harassment

- **No one has the right to sexually harass anyone.** This includes staff members, volunteers, vendors, performers, contractors, campers, visitors or anyone else in attendance.
- **Sexual harassment is never too minor to be dealt with.**
- **Sexual harassment is about how we make others feel.** Many do not consider behaviors like flirting or sexual comments to be sexual harassment, thinking they are too innocent to be labeled that way. But, if something you do makes someone uncomfortable, or makes them feel unsafe, you must stop.
- **We assume every sexual harassment claim is legitimate unless proven otherwise.** We listen to all complaints of sexual harassment and always conduct our investigations properly. Occasional false reports do not undermine this principle.
- **We will not allow further victimization of harassed individuals.** We will fully support individuals who were sexually harassed and will not take any adverse action against them.

- **Those who support or overlook sexual harassment are as much at fault as offenders.** Letting this behavior go on or encouraging it will bring about disciplinary action. Anyone who witnesses an incident of sexual harassment or has other kinds of proof should report it to the Director of Public Safety.
- **Violations of this policy will not be tolerated.** The Board of Directors and Director of Public Safety will investigate any allegations and recommend the necessary action to be taken up to and including discharge from the event.

IV. Retaliation

Retaliation against an individual who has complained about sexual harassment, and retaliation against individuals for cooperating with an investigation of a sexual harassment complaint is unlawful and will not be tolerated by this organization. Any person has the legal right at any time during the festival to raise the issue of sexual harassment without fear of reprisal. He/she can be assured that there will be no retaliation for either filing a complaint or participating in an investigation of sexual harassment.

V. Filing a Complaint

If anyone who participates or attends the Sober in the Sun Festival or any other event hosted by Sand Stew, Inc. and believes he/she has been subjected to sexual harassment, they are urged to contact the Director of Public Safety and/or an Executive Officer of the Stand Stew, Inc. board of directors. Any complaint will be handled in a timely, professional manner and with the utmost confidentiality.

Signature:

Date:

Witness:

Date: