**STUDENT HARASSMENT POLICY**

1. OVERVIEW & SCOPE Rainbow Races Inc of Chicago, Illinois, has established harassment/sexual harassment policy. This policy applies to all aspects of the relationship between Rainbow Races Inc and its students. Disciplinary action will be taken against any person found to be in violation of them.
2. HARASSMENT. Rainbow Races Inc is committed to providing an environment that is free from harassment. Any behavior that is unwanted and offensive to the recipient, which creates an intimidating, hostile, or humiliating work environment for that person violates Rainbow Races Inc's policy. Harassment can occur between members of the any/all sexes/genders. Harassment, verbal or non-verbal, explicit or implicit, based on an individual's sex, race, ethnicity, national origin, age, religion, orientation, gender expression or any other legally protected characteristics will not be tolerated and are grounds for expulsion/banishment from Rainbow Races.
3. SEXUAL HARASSMENT. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute harassment. Sexual harassment is prohibited between members of any sex or gender.
4. REPORTING SEXUAL HARASSMENT & HARASSMENT. If a student feels that they have been harassed as described in this policy, they should immediately report the matter to management or Charles Szymanski (info@rainbowraces.org) through any verbal or written means. If that contact is not available, or if the person is not comfortable informing this contact, the person should immediately inform any other manager, supervisor or board member. Once the matter has been reported it will be promptly investigated and any corrective action will be taken when deemed appropriate. All complaints or unlawful harassment under this policy or otherwise will be handled in as confidential a manner as possible. Timely reporting is encouraged to prevent the re-occurrence of, or otherwise address, the behavior that violates this policy or law. Delays in reporting a complaint can limit the type of effectiveness of a response by Rainbow Races Inc. The procedure for reporting incidents of harassing behavior is not intended to prevent the right of any person to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.
5. RETALIATION. Retaliation against any person associated with Rainbow Races Inc who reports instances of harassment - whether they are directly or indirectly involved - is in violation of Rainbow Races Inc's policies. All reported incidents are assumed to be made in good faith. Any allegations that are proven false will be treated as a serious matter.
6. DISCIPLINARY MEASURES FOR HARASSMENT. Any student engaging in behavior that violates this policy will be subject to disciplinary action, including the possible termination of, banishment from classes or event and forfeiture of any monies previously collected whether or not an actual law has been violated.
7. POLICY IMPLEMENTATION. Implementation of this Policy will be effective as of January 27, 2022.

