Women in Construction New Mexico

 Harassment Policy

CIVILITY AND RESPECT IN THE ASSOCIATION – Preventing Harassment and Discrimination Policy:

Women in Construction New Mexico strives to maintain an atmosphere for all that fosters mutual respect and civility, and promotes harmonious, productive working relationships. Our organization believes that discrimination, harassment, and retaliation in any form constitute misconduct that undermines the integrity of the association. All people in our association and those that we interact with should be able to enjoy an environment free from all forms of discrimination, including but not limited to sexual and other harassment.

Women in Construction New Mexico’s policy prohibits conduct that constitutes unlawful harassment, discrimination, and retaliation by any member, guest, volunteer, and third-parties such as vendors or customers. This prohibition includes harassment based on sex (including pregnancy, childbirth, breastfeeding or related medical conditions), race, religion (including religious dress and grooming practices), color, gender, gender identity, gender expression, national origin or ancestry, physical and/or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, sexual orientation, military and/or veteran status, or any other basis protected by federal, state or local law or ordinance or regulation.

The Women in Construction New Mexico’s “Civility and Respect in the Association” Policy prohibits the following types of conduct:

**a.** Discrimination - Discrimination is any action or conduct by which a person is treated differently or less favorably than other persons similarly situated to him or her for the sole reason that he or she is a member of a legally protected category.

**b.** Harassment - Harassment is any verbal or physical conduct towards a person in a protected category that is sufficiently severe or pervasive to affect a person negatively and/or create an intimidating, hostile or otherwise offensive environment.

According to the U.S. Department of Labor, harassment becomes unlawful when

1) enduring the offensive conduct becomes a condition of continued membership or interaction

2) the conduct is severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile, or abusive.

**c.** Sexual Harassment - Sexual harassment is defined as: Any action that constitutes an unwelcome sexual advance or request for sexual favors, or any verbal or physical conduct of a sexual nature that is

 (1) related to or conditional to the receipt of membership or inclusion

(2) related to or forms the basis for membership or inclusion decisions affecting the person

 (3) sufficiently severe or pervasive to affect a person negatively and/or alter the conditions of or create an intimidating, hostile or otherwise offensive environment.

**d.** Hostile Environment - A hostile environment is a form of harassment. It is demonstrated by such severe and pervasive conduct that permeates the environment and interferes with a person to feel comfortable and safe.

A hostile environment is actionable in the EEO process when it is based on allegations of discrimination, e.g., race, color, sex, national origin, religion, age, disability or sexual orientation, or reprisal/retaliation.

This policy also prohibits discrimination, harassment, disrespectful or unprofessional conduct based on the perception that anyone has any of those characteristics, or who is associated with a person who has or is perceived as having any of those characteristics. In addition, Women in Construction New Mexico prohibits retaliation against individuals who raise complaints of discrimination or harassment or who participate in investigations. All such conduct violates Women in Construction New Mexico’s policy.

GUIDELINES

Women in Construction New Mexico will take preventative, corrective and disciplinary action for any behavior that violates this policy. Disciplinary action up to and including termination of membership and being prohibited from attending any WICNM event will be imposed for behavior that violates this policy.

SCOPE:

This policy applies to all people throughout the organization and to all individuals who may have contact with any people of this organization. It applies during normal working hours, in some cases of off-duty conduct, at association related or sponsored functions, and while traveling on association related business. There will be no recriminations for anyone who in good faith alleges harassment.

Policy Adopted August 11, 2021