

Anti-Harassment & Anti-Discrimination Policy

Restore Island Rail Society (RIRS)

1. Purpose & Commitment

The Restore Island Rail Society is committed to creating a safe, inclusive and respectful space for everyone—members, volunteers, partners, and the public. Harassment and discrimination in any form violate our values and will not be tolerated.

2. Who This Applies To

This policy covers all people involved with the society—including members, volunteers, contractors, board members, and anyone participating in events, online or in person.

3. Definitions & Examples

- **Harassment:** Unwanted behavior—verbal, written, physical, or visual—that is offensive or hurtful. Examples include jokes or slurs about race, gender identity, disability, sexual orientation, age, creed, family status, or other protected characteristics.
- **Discrimination:** Treating someone unfairly based on such characteristics.
- **Sexual Harassment:** Includes unwelcome advances, suggestive remarks, inappropriate physical contact, or sharing sexual material.
- **Poisoned Environment:** Any behavior—even indirect—that creates a hostile or unsafe space.

4. Reporting & Investigation

If you experience or witness harassment:

1. Report it to any board member or designated safety officer—confidentially.
2. We will respond promptly:
 - Acknowledge receipt within 24 hours.
 - Complete an investigation within 2–3 weeks.
 - Keep names confidential where possible.

- Take fair corrective actions if needed (e.g., warning, suspension, or removal).
These steps reflect nonprofit best practices for thorough, fair investigations.

5. No Retaliation

Anyone who raises a concern or participates in an investigation in good faith is fully protected against retaliation. Any attempt to punish or intimidate them is absolutely prohibited.

6. Responsibilities

- **Everyone:** Must contribute to a respectful environment and report any violations.
- **Board/Safety Officer:** Must take reports seriously, act swiftly, ensure fairness, and keep documentation.

7. Training & Culture

We'll regularly offer accessible training and resources—emphasizing respect, bystander awareness, and how to report issues. Your feedback on how we can improve is always welcome.

8. Policy Review

This policy will be reviewed every two years (or as needed) to make sure it stays up-to-date, relevant, and effective.

9. Consequences

Violations will be documented and result in consequences aligned with severity, including:

- First violation: warning or short-term loss of communication privileges.
- Repeated violations: longer suspension or membership revocation—without refund—at the Board's discretion.