



Prohibited Behavior Policy

Approval Date: August 9, 2018

The Mountaineers (the Organization) is a community of passionate outdoor enthusiasts who welcome all people to share their deep connections to the outdoors. In support of this intent, The Mountaineers has adopted a Member Code of Ethics, a Staff Code of Ethics, a Board Code of Ethics, a Prohibited Behavior Investigation Policy as well as the following policies regarding prohibited behavior. Staff is also in compliance with the Employee Handbook.

The Mountaineers is committed to maintaining an environment within our organization and during our sponsored activities that is free of verbal, physical and visual forms of harassment and other problem behavior so that everyone may enjoy our activities in a productive, respectful, safe, and dynamic environment. The Mountaineers is a safe place for everyone to learn and explore, both emotionally and physically, and any conduct that is not supportive of that spirit will be subject to review and corrective action.

Statement of Inclusion

The Mountaineers strives to be a model of diversity and inclusion; we actively promote equity throughout all aspects of our operations. We value diversity and have the desire to create an inclusive community to explore, conserve, learn about, and enjoy the lands and waters of the Pacific Northwest and beyond. We value, respect and celebrate the unique attributes, characteristics and perspectives that make each person who they are. We believe that bringing diverse individuals together enriches our community and organization.

Problem Behavior

Problem behavior is any action that impacts another individual's safety or enjoyment of any Mountaineers activity and/ or is considered in violation of the Member Code of Ethics. Within problem behavior there are specific actions that are particularly serious and will not be tolerated, including:

- Discrimination
- Sexual harassment
- Other harassment
- Retaliation against reporting members

These categories of prohibited behavior are outlined below. All problem behavior may be subject to an investigation as outlined within this policy.

Discrimination

The Mountaineers does not discriminate in membership or event participation on the basis of race; sex, gender identity or expression; age; religion; national origin; marital status; veteran status, color, sexual orientation; the presence of any physical, mental or sensory disability; or on any other basis prohibited by law. The Mountaineers bases its recruitment, promotion, and appointment practices solely on the

ability of an individual to perform their volunteer or staff responsibilities in a manner that is safe for themselves and those around them while promoting the mission of The Mountaineers.

Sexual Harassment

The Mountaineers does not tolerate any conduct on the part of any member, volunteer, or participant that constitutes sexual harassment. Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Sexual harassment may include:

- unwelcome sexual advances, whether physical or verbal
- requests for sexual favors or other propositions
- other verbal or physical conduct of a sexual nature
- unwanted physical contact
- foul language of an offensive sexual nature
- sexual jokes or remarks
- obscene gestures
- displays of pornographic or sexually explicit pictures, drawings or caricatures.

The provided list of examples is not considered exhaustive of all potential behaviors that constitute sexual harassment.

Other Harassment

Harassment may include, but is not limited to:

- epithets
- slurs
- derogatory comments or jokes
- intimidation
- negative stereotyping
- threats
- assault
- any physical interference with the volunteer's normal activity
- other conduct that the individual might reasonably find to be offensive and which is directed at an individual member, their relatives, friends or associates.
- written or graphic material placed on walls, bulletin boards or elsewhere on any Mountaineers premises, in e-mail, text messages, in online forums or circulated in the workplace that denigrates, shows hostility or aversion towards an individual or group for any reason.

The Mountaineers does not tolerate harassment by one member towards another whether the member is a leader, volunteer, board of directors participant or staff.

Use of Personal Information

Use of personal information provided by The Mountaineers to leaders is limited strictly to use for that activity unless other permission is explicitly provided for non-Mountaineer related contact. For the full Privacy Policy consult the [website](#).

Responsibilities

Each member, volunteer, and participant is responsible for supporting and adhering to this policy, cooperating with any investigation as necessary, and conducting themselves in a manner that respects the integrity of The Mountaineers and all members. Members should never tolerate problem behavior.

They should make their feelings known to the offending person immediately, whenever possible, and in a direct and constructive manner. In many cases if a member makes their feelings known to offending persons, tells them the conduct is not appropriate, and asks them to stop, this may resolve the situation, and immediate feedback is likely to be the most effective corrective action for changing behavior.

However, if any member is not comfortable doing this, or has tried and the offending behavior has continued, then the member should promptly report any offending behavior, whether such behavior is directed towards them personally or to other members, according to the process outlined below.

Members are strongly encouraged to report concerns before offensive behaviors become severe or pervasive, as The Mountaineers prefers to stop all problem behavior before it escalates to more severe acts like harassment. Group leaders, volunteers, or board members who know or receive reports or complaints of offending behavior must promptly notify staff so action can be taken and an investigation can commence as necessary.

As outlined in the separate Prohibited Behavior Investigation Policy, staff will provide support to the designated investigator and review committee. Staff may also conduct investigations as appropriate. Anonymous complaints will be logged and an investigation conducted to the extent possible, however it is noted that without the ability to follow up for further detail findings may be inconclusive.

Retaliation

No action will be taken against any member who files a complaint of harassment or assists in the investigation of such a complaint, solely because the member filed a complaint or assisted in an investigation. Members who believe they have been retaliated against for having reported harassment or participated in an investigation, by any member, must promptly report any concerns about retaliation either to the person(s) who are conducting the investigation, or if the investigation is concluded, the appropriate leader. If there is concern regarding retaliation from the investigation committee than the complaint immediately should escalate to staff for assistance. Concerns about retaliation will be investigated within thirty days. Appropriate corrective measures will be taken if allegations of retaliation are substantiated. For additional information consult the [Whistle Blower Policy](#) as adopted by the Board of Directors.

Conduct Outside of Mountaineers Activities

The Mountaineers does not seek to interfere with the personal lives of members in any capacity. However, the Organization will not tolerate conduct that negatively impacts its performance of duties, business operations, or reputation. Conduct violating these policies that occurs during Mountaineers associated activities or on the premises of The Mountaineers will be investigated and addressed if appropriate. It is understood that members may choose to interact with one another outside Mountaineers official events and property. Such interactions are beyond the scope of response by The Organization unless they are associated with an onsite activity or during an official activity investigation. It is prohibited for a member of any status at any time to misrepresent a non-Mountaineers activity or event as one sponsored by The Mountaineers.

Investigation Policies

For instructions on the policies and procedures related conducting investigations into prohibited behavior consult the Prohibited Behavior Investigation Policy.