



The Mountaineers SHSAP 2024 Board Resolution

WHEREAS, the Mountaineers is an organization where sexual harassment and sexual assault are never acceptable behaviors under any circumstances; and

WHEREAS, the Board recognizes that the organization has room to improve our policies and procedures in pursuit of a Mountaineers where all members can participate freely, without the threat of sexual harassment and sexual assault,

The Board of Directors RESOLVES:

- To uphold the following foundational beliefs:
 - Sexual harassment and sexual assault are never acceptable behaviors in The Mountaineers under any circumstances.
 - We assume people who report sexual harassment or sexual assault are telling the truth and must be supported throughout the investigation process.
 - We strive to be welcoming and inclusive and believe in the healing power of an outdoor community.
 - We believe people can learn from their mistakes, and as a learning organization, we should strive to give people that opportunity when it does not compromise the safety of other individuals in the organization.
 - The community of The Mountaineers is expansive and has undefined boundaries. While we have limited influence on our members' behavior outside of Mountaineers programs, we expect our leaders to treat others in the community with respect at all times.
 - Roles in The Mountaineers that carry more power should be held to a higher behavior standard.
 - We cannot eliminate all risk from our community or programs, and we have an obligation to clearly inform our members how the organization is mitigating risk, and what their role is in managing risks for themselves and their community.



- To provide organization-wide leadership that drives the changes necessary to minimize the risk of sexual harassment and sexual assault of our members;
- To support and amplify the grassroots leadership across the organization, including in branch and outdoor center committees, to prevent sexual harassment and assault of our members;
- To lead the development and communication of stronger Mountaineers policies that provide members with unambiguous behavior expectations and consequences for sexual harassment and assault if it were to occur within the organization;
- To ensure that highly effective education programs are developed and deployed so that all members of our community promote and support a healthy and inclusive environment where sexual harassment and sexual assault are unacceptable;
- To evaluate and improve the systems and procedures that hold members of The Mountaineers community accountable for our behavior policies and expectations;
- To prioritize budgets and other resources required to support this resolution and that will accelerate improvements to culture, programs, systems, and procedures that prevent sexual harassment and sexual assault; and
- To evaluate and reassess ongoing funding and other resource needs for our sexual harassment and sexual assault prevention efforts to be successful.