



Anti-Discrimination and Anti-Harassment Policy
Updated November 30, 2020

- I. **The Coastal Society (TCS) is committed to providing equal employment and volunteer opportunity free from discrimination and harassment**, without regard to age, ancestry, disability (physical or mental), national or ethnic origin, race, religious belief, sex (including pregnancy, childbirth, breastfeeding status, and medical conditions related to pregnancy or childbirth), sexual orientation, gender identity or expression, marital status, political belief, socio-economic background, citizenship, veteran status, or any other basis prohibited by law.

Discrimination means any form of unequal, unjust, or prejudicial treatment of different groups of people based on the characteristics listed above.

Discrimination may take obvious forms, or it may happen in very subtle ways. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people.

Harassment means a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve explicit or implicit words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, unwanted touch, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work or volunteer performance.

- II. **This policy applies to all areas of employment, contracted services, volunteer, and member participation**, including recruitment, hiring, nomination for awards, election, training and development, education, promotion, transfer, termination, benefits, programs, and all other conditions and privileges of

employment and volunteer participation in accordance with applicable federal, state and local laws.

- III. **The Coastal Society will not tolerate discrimination or harassment in any form.** This prohibition covers any meeting, activity or event sponsored by TCS regardless of whether the discrimination or harassment is committed by an employee, contractor, officer, member or volunteer of TCS or a non-affiliated party such as a vendor or invited participant.

Any employee, contractor, volunteer, or member engaging in discriminatory or harassing behavior will be subject to appropriate disciplinary action, ranging from a warning and further education, to the possible termination of employment, contractual agreement, elected or assigned role, and/or membership, accounting for legal rights of the affected party, depending on the severity of the infraction.

- IV. **The Coastal Society is committed to taking prompt action on any complaints of discrimination or harassment.** Any employee, contractor, board member, volunteer or other member* who believes that he/she/they or any other affiliate of TCS has been discriminated against or harassed should report this concern to the Executive Director and/or President, regardless of the offender's identity or position. The Executive Director and/or President will take expeditious action to investigate and resolve the issue in a manner that seeks to prevent further harassment/discrimination. All complaints of discrimination and/or harassment will be handled as discreetly and confidentially as is possible, consistent with proper investigation of the complaint.

**Student members should report concerns directly to their established TCS faculty advisor, who will then inform the Executive Director and/or President after fulfilling any administrative reporting requirements of the affiliated academic institution. The Executive Director and/or President may defer action until the conclusion of any investigation conducted by the academic institution.*

- V. **The Coastal Society also encourages members and affiliates to be active bystanders,** in instances when peacefully intervening does not pose a threat to an individual's physical safety. Individuals that witness or are subjected to actions of potential discrimination or harassment are encouraged to advise the offender that his or her behavior is unwelcome and request that it be discontinued. This offers the offender an opportunity to clarify intent, understand the impact of his/her/their actions, and resolve the issue directly if possible.

VI. **The Coastal Society prohibits retaliation against any person** because he/she/they reported a case of discrimination or harassment in good faith, assisted in the investigation of a discrimination or harassment complaint, or participated in a discrimination charge or other proceeding under federal, state, or local anti-discrimination law. Those engaging in retaliation will be subject to potential disciplinary actions described above for discriminatory or harassing behavior.