Naper Pride Inc.

Zero-Tolerance Policy for Sexual Harassment, Discrimination, and Bullying

1. Purpose

Naper Pride Inc. is committed to providing a safe, welcoming, inclusive, accessible, and respectful environment for everyone who participates in, volunteers with, works with, or supports our organization.

Naper Pride Inc. has **zero tolerance for sexual harassment, racism, ableism, ageism, bullying, intimidation, or other discriminatory or abusive conduct.**

Everyone involved with Naper Pride Inc. is expected to treat others with dignity, respect, and consideration.

This policy applies to all Naper Pride Inc. activities and interactions, including in-person events, meetings, programs, performances, recreational activities, volunteer activities, board activities, electronic communications, social media, and other organization-related interactions.

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2. Who Is Covered by This Policy

This policy applies to:

- Naper Pride Inc. board members and officers;
- Employees and contractors;
- Volunteers and event volunteers;
- Program leaders and coordinators;
- Members and participants;
- Performers, artists, presenters, and instructors;
- Event attendees and guests;
- Sponsors and representatives of sponsoring organizations;
- Vendors and service providers; and
- Anyone representing or acting on behalf of Naper Pride Inc.

Individuals do not have to be formal members of Naper Pride Inc. to be subject to this policy while participating in or attending a Naper Pride Inc. activity or event.

3. Prohibited Conduct

Naper Pride Inc. prohibits **sexual harassment, racism, ableism, ageism, bullying, violence, threats, intimidation, retaliation, and other discriminatory or abusive conduct.**

The organization is committed to maintaining an environment where everyone can participate without fear of harassment, discrimination, violence, or intimidation.

A. Sexual Harassment

Sexual harassment includes unwelcome sexual comments, jokes, advances, propositions, touching, gestures, images, messages, or other unwelcome conduct of a sexual nature.

This includes inappropriate conduct related to sex, gender, gender identity, gender expression, sexual orientation, or perceived sexual orientation.

Examples may include:

- Unwanted touching or physical contact;
- Sexual comments or jokes;
- Unwelcome sexual advances;
- Repeated requests for dates or sexual activity after being declined;
- Sharing sexually explicit or inappropriate material;
- Sexualized comments about another person's body or appearance; or
- Using a position of authority to pressure someone into a romantic or sexual relationship.

B. Racism and Racial Discrimination

Naper Pride Inc. prohibits racial harassment, discrimination, stereotyping, slurs, derogatory comments, jokes, threats, exclusion, or other conduct directed at a person because of race, color, ethnicity, or national origin.

C. Ableism and Disability Discrimination

Naper Pride Inc. prohibits discrimination, harassment, mocking, exclusion, intimidation, or inappropriate conduct directed at a person because of a disability, accessibility need, or perceived disability. Naper Pride Inc. encourages an accessible and inclusive environment. Deliberately interfering with another person's reasonable accessibility needs, accommodation, participation, or mobility is prohibited.

D. Ageism and Age-Based Harassment

Naper Pride Inc. prohibits harassment, discrimination, ridicule, stereotyping, intimidation, or exclusion based on a person's age.

People of all ages participating in Naper Pride Inc. activities are entitled to be treated with dignity and respect.

E. Bullying and Intimidation

Bullying is prohibited.

Bullying may include repeated or severe conduct intended to intimidate, humiliate, threaten, isolate, embarrass, or harm another person.

Examples include:

- Name-calling or degrading language;
- Threatening behavior;
- Public humiliation;
- Deliberate social exclusion;
- Aggressive or intimidating conduct;
- Repeated unwanted contact;
- Harassing texts, emails, or messages;
- Deliberately spreading harmful rumors;
- Coordinated harassment;
- Online harassment; or
- Retaliating against someone who raises a concern.

A single serious incident may constitute prohibited conduct even if it does not involve repeated behavior.

F. Violence, Threats, and Physical Aggression

Naper Pride Inc. has **zero tolerance for violence, threats of violence, physical aggression, or intentionally threatening behavior.**

Violence or threatening conduct includes, but is not limited to:

- Hitting, punching, kicking, pushing, shoving, or striking another person;
- Physical assault or intentionally causing physical injury;
- Threatening to harm another person;
- Attempting to intimidate someone through physical aggression;
- Fighting or engaging in physical altercations;
- Brandishing or using an object as a weapon;
- Blocking or restricting someone's ability to leave a situation through physical force or intimidation;
- Throwing objects at or toward another person;
- Deliberately damaging property in a manner that threatens or could reasonably endanger another person; or
- Encouraging, organizing, or threatening violence against another person.

Threats of violence will be taken seriously regardless of whether the individual claims that the threat was intended as a joke.

Any person engaging in violence or making a credible threat of violence may be **immediately removed from a Naper Pride Inc. event or activity** and may be prohibited from returning while the matter is reviewed.

When circumstances warrant, Naper Pride Inc. may contact law enforcement or emergency services.

4. Events and Naper Pride Activities

This policy applies at all Naper Pride Inc. events and activities, including but not limited to:

- Community events;
- Pride celebrations;
- Fundraisers;
- Performances;
- Rehearsals;
- Sports and recreational activities;
- Meetings;
- Educational programs;
- Social gatherings;
- Volunteer activities;
- Board and committee meetings; and
- Events hosted or sponsored by Naper Pride Inc.

Naper Pride Inc. reserves the right to remove an individual from an event when their behavior creates a safety, harassment, discrimination, or disruption concern.

Depending on the circumstances, removal may occur immediately and may be followed by further review or disciplinary action.

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5. Volunteers

Volunteers are representatives of Naper Pride Inc. while performing volunteer duties.

Volunteers are expected to:

- Treat participants, guests, fellow volunteers, and the public respectfully;
- Follow this policy;
- Maintain appropriate professional boundaries;
- Avoid harassment, discrimination, bullying, and intimidation;
- Respect accessibility needs;
- Follow event-specific safety and conduct requirements; and
- Report concerns to an appropriate Naper Pride Inc. representative.

Volunteers who violate this policy may be removed from an event or have their volunteer privileges suspended or terminated.

6. Board Members and Officers

Naper Pride Inc. board members and officers are expected to maintain a particularly high standard of conduct because they represent the organization and may hold positions of authority.

Board members and officers must:

- Lead by example;
- Treat everyone with dignity and respect;
- Avoid conflicts or situations that could create inappropriate pressure or intimidation;
- Refrain from using organizational authority to harass, discriminate against, intimidate, or retaliate against another person;
- Take reports of misconduct seriously; and
- Cooperate with appropriate reviews or investigations.

A board member or officer may be subject to removal from an event, suspension of organizational responsibilities, removal from a leadership role, or other appropriate action when warranted by the circumstances and applicable organizational rules.

7. Participants and Attendees

All participants and attendees are expected to contribute to a respectful environment.

Participation in a Naper Pride Inc. event or program is a privilege that may be restricted or terminated when an individual engages in harassment, discrimination, bullying, threats, intimidation, or other serious misconduct.

Naper Pride Inc. may establish additional conduct requirements for individual programs or events.

8. Social Media and Online Conduct

This policy applies to social media and electronic communications when they involve Naper Pride Inc., its programs, events, representatives, participants, volunteers, or community.

Prohibited online conduct includes:

- Harassing or threatening another person;
- Posting discriminatory or hateful content directed at another participant;
- Sexual harassment;
- Cyberbullying;
- Repeated unwanted messages;
- Sharing private information about another person without permission;
- Posting sexually explicit or degrading material about another person;
- Impersonating another person for the purpose of harassment or harm;
- Organizing harassment against another participant or volunteer; or
- Retaliating against someone for making a good-faith report.

Naper Pride Inc. may moderate, remove, restrict, or block content or accounts from organization-controlled social-media platforms when reasonably necessary to enforce this policy and maintain a safe and respectful community.

Nothing in this policy is intended to prohibit lawful expression, criticism, disagreement, or discussion of public issues.

9. Reporting a Concern

Anyone who experiences, witnesses, or becomes aware of conduct that may violate this policy is encouraged to report the concern as soon as reasonably possible.

Reports may be made to a Naper Pride Inc. board member, designated organizational representative, event coordinator, or other person designated by Naper Pride Inc.

Designated Contact: ___Andi Dempsey _____

Email: _____hello@naperpride.org_____

A person making a report is not required to confront the individual involved.

Reports should include, when reasonably available:

- What happened;
- When and where it happened;
- Who was involved;
- Names of witnesses, if known;
- Relevant messages, photographs, screenshots, or other documentation; and
- Any immediate safety concerns.

10. Response to Reports

Naper Pride Inc. will take reports seriously and will make reasonable efforts to review concerns promptly and fairly.

Depending on the circumstances, Naper Pride Inc. may:

- Speak with the person making the report;
- Speak with the person accused of misconduct;
- Interview witnesses;
- Review relevant communications or documentation;
- Take temporary steps to protect participants;
- Remove someone from an event;
- Restrict participation;
- Suspend volunteer or organizational privileges; or
- Take other appropriate corrective or disciplinary action.

Naper Pride Inc. will determine an appropriate response based on the circumstances, available information, applicable organizational policies, and the seriousness of the conduct.

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11. Privacy and Confidentiality

Naper Pride Inc. will make reasonable efforts to protect the privacy of individuals involved in a complaint.

However, complete confidentiality cannot always be guaranteed. Information may need to be shared with individuals responsible for addressing the matter or when disclosure is required or appropriate under applicable law.

Individuals involved in a complaint are expected to respect the privacy of everyone involved and avoid public harassment, retaliation, or attempts to interfere with the review process.

12. No Retaliation

Retaliation is strictly prohibited.

No person may retaliate against another person because they:

- Report a concern;
- Make a good-faith complaint;
- Participate in a review or investigation;
- Provide information;
- Serve as a witness; or
- Seek assistance regarding conduct covered by this policy.

Retaliation may itself constitute a violation of this policy and may result in disciplinary action.

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13. Good-Faith Reports

Naper Pride Inc. encourages individuals to raise concerns honestly and in good faith.

A report will not be considered misconduct simply because the concern cannot ultimately be substantiated.

However, knowingly making a false accusation for the purpose of harming another person may constitute a violation of this policy.

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14. Immediate Safety Concerns

If there is an immediate threat to someone's safety, individuals should contact **911 or appropriate emergency services**.

Naper Pride Inc.'s reporting process does not replace emergency services, law enforcement, or other legally required reporting obligations.

15. Consequences for Violations

Violations of this policy may result in appropriate corrective or disciplinary action.

Depending on the circumstances, consequences may include:

- Verbal or written warning;
- Required corrective action;
- Removal from an event;
- Restriction from a particular program or activity;
- Suspension of participation;
- Suspension or termination of volunteer privileges;
- Removal from a leadership or board responsibility, consistent with applicable organizational procedures;
- Termination of employment or contractual relationship, where applicable;
- Termination of membership or participation privileges; or
- Restriction or prohibition from attending future Naper Pride Inc. events.

Violations involving **violence, threats of violence, physical assault, or serious intimidation** may result in immediate removal from an event and may lead to suspension or termination of participation, volunteer privileges, leadership responsibilities, or access to Naper Pride Inc. activities.

Serious incidents may also be reported to **law enforcement or emergency services**, when appropriate.

16. Expected Community Standards

Everyone associated with Naper Pride Inc. is expected to:

- Treat others with dignity and respect;
- Respect personal boundaries;
- Respect differences in race, age, ability, identity, background, and experience;
- Communicate respectfully, including during disagreements;
- Support an accessible and inclusive environment;
- Follow event and program rules;
- Avoid behavior that intimidates, humiliates, threatens, or harms others;
- Respect the privacy of other participants;
- Report serious concerns when appropriate; and
- Help create a welcoming environment for everyone.

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17. Naper Pride Inc. Commitment

Naper Pride Inc. is committed to building a community where LGBTQ+ people, allies, volunteers, board members, participants, families, and guests can come together in an environment that is welcoming, inclusive, accessible, and safe.

There is no place at Naper Pride Inc. for sexual harassment, racism, ableism, ageism, bullying, intimidation, violence, or retaliation.

Respect is a shared responsibility. Every person who participates in Naper Pride Inc. has a role in creating a community where people can participate without fear of harassment, discrimination, or abuse.

Naper Pride Inc. will take violations of this policy seriously and will respond appropriately.

Adopted by Naper Pride Inc.: _____8.1.26_____

Effective Date: ___8.1.26_____

Reviewed/Revised: _____

Board President/Authorized Representative: _____Margie Wolf_____