

ANTI-HARASSMENT POLICY OF THE CONSERVATION VOLUNTEERS INTERNATIONAL PROGRAM, INC.

1. Harassment of any kind is not acceptable behavior at CONSERVATION VOLUNTEERS INTERNATIONAL PROGRAM, Inc.; it is inconsistent with the commitment to full access to all persons to the activities of the CONSERVATION VOLUNTEERS INTERNATIONAL PROGRAM. The organization is committed to creating an environment in which every individual can participate in the business of the organization without being harassed. Harassment may therefore lead to sanctions up to and including permanently being barred from access to the meetings or programs of the CONSERVATION VOLUNTEERS INTERNATIONAL PROGRAM, Inc., and barred from participating in CONSERVATION VOLUNTEERS INTERNATIONAL PROGRAM, Inc. activities.
2. Harassment is defined herein as any conduct, verbal or physical, that has the intent or effect of unreasonably interfering with an individual or group's participation in any event or activity of the CONSERVATION VOLUNTEERS INTERNATIONAL PROGRAM, that creates an intimidating, hostile, or offensive environment. Some kinds of harassment are prohibited by civil laws.
3. Harassment on the basis of race, color, sex, disability, religion, national origin, sexual orientation, gender identity, or age includes harassment of an individual in terms of a stereotyped group characteristic, or because of that person's identification with a particular group.
4. Sexual harassment may take many forms. Sexual assault and requests for sexual favors that affect an individual's use of the organization's facilities or participation in one of the organization's activities or events, constitute sexual harassment. However, sexual harassment may also consist of unwanted physical contact, requests for sexual favors, visual displays of degrading sexual images, sexually suggestive conduct, or offensive remarks of a sexual nature.
5. Any person who feels harassed is encouraged to immediately contact the Chair of the board of directors of the CONSERVATION VOLUNTEERS INTERNATIONAL PROGRAM, Inc. so that the matter may be investigated, and appropriate action taken to resolve the matter promptly and fairly.