

# Understanding our anti-harassment policy

## EO is a harassment-free environment

Harassment related to race, citizenship, gender identity and marital status is NOT acceptable and violates the Code of Conduct.

## Sexual harassment is prohibited

### What is sexual harassment?

Sexual harassment includes, but is not limited to, the following:

- Offensive and unwelcome sexual invitations or comments
- Unwelcome and unnecessary physical contact of a sexual nature
- Harassment by member to staff, member to member and volunteers.

### Complaints process

Notify leadership if you are a victim of harassment.

### Investigations

All harassment claims will be promptly investigated by Human Resources if it involves staff, or a governance committee member if it involves members. Members and staff found to have violated EO's Anti-Harassment Policy will be subject to discipline.

## Questions?

Send an email to [governance@eonetwork.org](mailto:governance@eonetwork.org) or visit [eonetwork.org/governance](http://eonetwork.org/governance) to see a full version of the Anti-Harassment Policy in EO's Policies and Procedures.

