

# **Lutherville – Timonium Recreation Council Discrimination & Sexual Harassment Policy**

## **Definitions:**

Discrimination - Unfair or illegal treatment of a person on the basis of race, color, gender, religion, creed, ancestry, national origin, age, marital status, physical or mental disability, or political opinion or affiliation.

Sexual Harassment - Consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical acts that are sexual or sex-based in nature wherein:

- a) submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or participation;
- b) a decision is based on an individual's acceptance or rejection of such conduct; or
- c) such conduct interferes with an individual's performance, or creates an intimidating, hostile, or offensive environment.

Harassment - Actions to inflict distress or vexation, or create a hostile environment by besetting an individual with annoyances, distractions, insults, heckling, threats, or unlawful or unreasonable demands.

## **Policy:**

In accordance with the policy of Baltimore County Maryland and the Department of Recreation & Parks, it is the policy of the Lutherville – Timonium Recreation Council to provide all persons, volunteers, and participants, either paid or unpaid, with an environment which is free of discrimination, intimidation, coercion, or harassment. Harassment or discrimination in any form will not be tolerated.

Persons associated with LTRC will not discriminate against, or harass, any person, either explicitly or implicitly. All persons are expected to act in a law abiding and civilized manner and treat others with respect.

## **Complaints:**

Any person who believes they are a victim of harassment or discrimination may report such fact to their Program Chairperson, LTRC Officer or Board Member, or staff member of the Department of Recreation & Parks. The President of LTRC shall be notified of said complaint. The Vice President of Administration will be charged with investigating the complaint and reporting the findings to the Board of Directors within 30 days.

**Retaliation:**

Retaliation in any manner towards any victim, complainant, witness, investigator, officer, etc. is prohibited.

**Discipline:**

Any person associated with LTRC found to be in violation of this policy will be subject to disciplinary action as determined by the Board of Directors. Disciplinary action may include, but is not limited to, counseling, written warning, suspension, or removal.