



CBS Silhouettes Respectful Workplace



- ❑ Bullying and harassment includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known to be unwelcome and would cause that worker to be humiliated or intimidated, but excludes any reasonable action taken by an employer or Supervisor related to the management and direction of workers or the place of employment.
- ❑ All coaches and executives have the right to work in a polite, tolerant environment where their dignity is respected.
- ❑ The Club is committed to operating an environment free from bullying and harassment; to instill an environment that is a fun, healthy, safe, productive environment for our coaches and athletes.
- ❑ Coaches are encouraged to consult any member of the executive to help resolve any conflicts encountered at work.
- ❑ Each person is expected to act in a respectful, courteous, and professional manner at all times and not engage in or condone bullying and harassment. Inappropriate comments or conduct, sexual, racial, or similar types of jokes or unwanted sexual advances (E.g., touching, staring, assault, teasing, asking for dates, phone calls, comments about a person's appearance, gossiping, spreading rumors, and so on) will not be tolerated inside the workplace, outside the workplace, via text messages, or on the internet which includes email, and social media sites like Facebook, SnapChat, Instagram, etc.
- ❑ Everyone is responsible to speak up when you see or hear about incidents of bullying and harassment involving your workplace.

If You Are Being Harassed - What to do if you feel you have been the victim of harassment?

1. Talk to one or all the club executive members.
2. You can also tell the person(s) involved that you are uncomfortable with what is being done or said and ask them to stop – but the choice is yours. You do not have to deal with the situation directly. If the unwelcome behavior continues after you have told the person to stop, make sure you discuss the matter again with the executive(s).