

## **IYHL HARASSMENT POLICY**

The IYHL forbids and will not tolerate any harassment, sexual harassment or inappropriate conduct by any person affiliated in any way with the IYHL, including but not limited to players, coaches, parents, board members and employees (collectively, "IYHL Representatives"), toward any person. IYHL Representatives who engage in harassing, sexually harassing or other inappropriate conduct are subject to disciplinary action, up to and including suspension, termination and exclusion from IYHL events, including but not limited to tournaments, games and practices.

Harassment can take many forms. In general terms, it may include verbal (whether oral or written, and includes electronic communications), physical, visual, or other conduct which is intended to make, or which has the effect of making the recipient uncomfortable. Harassment is discriminatory and illegal if it is based on or motivated by sexual, racial, ethnic or other unlawful considerations and (1) has the purpose or effect of creating an intimidating, hostile or offensive environment; (2) has the purpose or effect of unreasonably interfering with an individual's performance; or (3) otherwise adversely affects an individual's opportunities. Harassing behavior and other inappropriate or offensive conduct runs contrary to the spirit of cooperation and teamwork that is the foundation of the IYHL and is strictly against IYHL policy.

Sexual harassment may include, but is not limited to, any unwelcome or unwanted sexual advances, requests for sexual favors, or other verbal (whether oral or written, and includes electronic communications), physical, visual or other acts of a sexual or sex-based nature between members of the same or opposite sex. Sexual harassment is not limited just to sexual advances or expressions of sexual desire. It may also include expressions of hostility or dislike, or other inappropriate conduct towards another based on that individual's gender. Additionally, the offender (or victim) of sexual harassment may be either a man or a woman.

Some examples of prohibited sexual harassment or inappropriate or offensive conduct include, but are not limited to: (1) unwanted sexual advances or propositions; (2) flirtations, innuendos, threats or insinuations that the individual may be adversely affected by not submitting to sexual advances; (3) sexually or gender-oriented kidding, teasing, practical jokes or horseplay; (4) sexually suggestive or obscene body language, or gestures. This list describing sexual harassment and inappropriate conduct is not exhaustive. The absence of any conduct from this list does not mean the conduct is not sexually harassing, inappropriate or offensive. The IYHL retains the right and discretion, in all situations, to discipline any IYHL Representative found to have engaged in harassing, sexually harassing, retaliatory, or any other inappropriate or offensive conduct regardless of whether the conduct is specifically described above.

**Reporting.** All persons who feel that they have been harassed, sexually harassed or subjected to inappropriate conduct (or who have observed such conduct) are to report the conduct to the president of the IYHL, and if that is not expedient or appropriate, to any IYHL board member. In most cases, it is difficult (or sometimes impossible) for the IYHL to know that such conduct is occurring unless it is reported.

**Investigation.** All complaints will be promptly investigated. If the claim is found to be true, the IYHL will take appropriate disciplinary action, up to and including suspension, termination and exclusion from IYHL events, including but not limited to tournaments, games and practices. Reasonable measures will also be taken to protect all persons, including the reporting person, from any retaliatory behavior; and to take appropriate disciplinary action for all retaliatory conduct conflicts with.

**Confidentiality.** Upon completion of a fair and thorough investigation, the IYHL will attempt to discuss the complaints and terms of resolution only to the extent necessary as is as practicable and appropriate under the circumstances. Disclosure of information may be necessary to complete an investigation, including the identity of the alleged person engaging in the alleged conduct and the person who is the target of such conduct. The content of such accusations may be disclosed as necessary during the investigation and investigative interviews of witnesses.

**No Retaliation.** The IYHL will not retaliate nor permit any person to retaliate against any person who makes a good faith report of discrimination, harassment, inappropriate or offensive conduct; or assists in, or cooperates, in an ensuing investigation. All persons shall respect the rights of other persons to make valid, legitimate complaints under this policy. IYHL Representatives shall not threaten, intimidate, or otherwise discourage a person from bringing or cooperating in an investigation of a complaint, and should not gossip, spread rumors about, ignore, or be hostile towards persons who have made complaints under this policy. Any person who believes that he/she has been retaliated against in any way should report such retaliation in the same manner as set forth in the “Reporting” section above.

**False Accusations** If an investigation results in a finding that an individual made false or bad faith accusations of discrimination, harassment, inappropriate conduct, or retaliation, the accuser may be subject to disciplinary action, up to and including termination.

**Review.** Any person who disagrees with the results of any investigation may seek review of the investigation by submitting a written notice on the basis of the disagreement to the president of the IYHL.