**ROTARY CLUB OF PLYMOUTH**

**Policy Regarding Diversity, Inclusiveness, Harassment and Discrimination**

**Effective: June 11th, 2018**

GUIDING PRINCIPLES

The Rotary Club of Plymouth is committed to fostering, cultivating and preserving a culture of

diversity, inclusion and mutual respect grounded in the Rotary Code of Conduct and the Four-Way

Test.

Of the things we think, say, or do:

1. Is it the TRUTH?

2. Is it FAIR to all concerned?

3. Will it build GOODWILL and BETTER FRIENDSHIPS?

4. Will it be BENEFICIAL to all concerned?

We respect, value and celebrate the integrity and worth of every person and the unique attributes,

characteristics and perspectives that make each person who they are.

POLICY

The Rotary Club of Plymouth:

• Embraces and encourages differences in our members' age, color, race, national origin,

disability, ethnicity, family or marital status, gender, gender identity or expression,

religion, political affiliation, sexual orientation, socio-economic status, family or marital

status, and other attributes, characteristics and perspectives that make each person unique.

• Expects all members to feel physically, intellectually and emotionally safe when

participating in any Rotary meeting or function.

• Requires all members to treat others (including, without limitation, members, prospective

members, guests, employees, speakers, etc.) with dignity and respect at all times and in all

types of interactions and communications.

• Prohibits harassment and discrimination in all forms, including without limitation, sexual

harassment.

• Encourages all members to work to resolve differences amicably and with mutual-respect.

Any person who experiences or observes a violation of this policy, including harassment or

discrimination of any kind, should report the behavior to the Club President or any other Officer.

If a person is in danger, or reasonably believes another person is in danger, immediately dial 911.

The Rotary Club of Plymouth shall treat all complaints and allegations of misconduct seriously and

will strive to resolve the matter promptly and in the most respectful manner possible, based upon

each member's responsibility to abide by the Rotary Four-Way Test, the Rotary Code of Conduct,

Rotary International Bylaws, the Rotary Club of Plymouth Constitution and Bylaws, as well as this

policy.

The Officers will investigate any complaint or allegation of misconduct in violation of this policy.

Where a complaint or allegation of misconduct is substantiated, the Officers will endeavor to

mediate the issue. If the issue cannot be resolved through mediation, the Officers will elevate the

issue for further action, as they deem necessary or appropriate.

Wherever possible, the privacy of all persons involved in any violation or alleged violation of this

policy shall be strictly guarded. All communications regarding the matter shall be treated

confidentially and shall be shared only on a "need to know" basis.

DEFINITIONS

For the avoidance of doubt, "harassment" and "discrimination" are behaviors or patterns of

behavior that create a hostile, intimidating or offensive environment or otherwise restricts any

member's opportunity for Rotary service or fellowship,. Examples include, but are not limited to,

unwelcome acts or language (physical, verbal or written), threats, physical contact, violence,

pranks, bullying, epithets, and inappropriate jokes or commentary.

Furthermore, "sexual harassment" includes unwelcome sexual advances, including without

limitation, gender-based comments and conduct, requests for favors or other verbal, non-verbal or

physical conduct of a sexual nature. Examples include, but are not limited to, inappropriate jokes

or commentary, language, cartoons, nicknames, repeated unwanted social invitations, unwanted

touching, sexually-objectifying media, and suggestive or insulting sounds.