

Anti Bullying and Harassment Prevention Policy

The American Sidesaddle Association (ASA) is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to engage in activities in a professional atmosphere that promotes equal opportunities and prohibits discriminatory behaviors, including harassment and bullying. Therefore, American Sidesaddle Association expects that all relationships among persons in the Association will be business-like and free of bias, prejudice, discrimination, harassment and bullying.



Youth members must be accompanied by two adults at all time; never is a minor and a single adult (other than their parent) allowed to be alone with a minor at any time during all ASA activities and meetings.

In order to keep this commitment of inclusivity and respect, the American Sidesaddle Association maintains a strict policy of prohibiting harassment of any kind, including but not limited to bullying such as: slander, gossip, harassment, including sexual harassment. We oppose bullying and harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability or any other characteristic. This policy applies to all members and leaders.

Anyone who violates this policy is subject to discipline up to and including the possibility of immediate discharge from the American Sidesaddle Association.

Examples of harassment and bullying include, but are not limited to:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances.
- Physical conduct such as assault or unwanted touching.
- Threats
- Social Media and cyberbullying

Any member who believes he or she has been harassed or bullied by another member, or agent of the American Sidesaddle Association should promptly report the facts of the incident or incidents and the names of the individual(s) involved to the President or Vice President of the American Sidesaddle Association.

Upon receipt of a complaint, the ASA will undertake a prompt, thorough, objective and good faith investigation of the bullying or harassment allegations. If the organization determines that harassment has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any member determined by the ASA to be responsible for harassment will be subject to appropriate disciplinary action, up to and including dismissal from the

Association. Members will not be retaliated against for filing a complaint and/or assisting in a complaint or investigation process.

Acknowledgement This acknowledges that I have received a copy of American Sidesaddle Association's policy to Prevent Bullying and Harassment. I acknowledge that I am expected to read, understand, and adhere to the American Sidesaddle Association's harassment policy. I understand that if I have questions regarding the contents of this policy, I should ask the President or the Vice President of the American Sidesaddle Association for clarification.

Signature

Date

typed or printed name