

Annex 2: OEM Volunteer Harassment and Sexual Harassment Policy

I, _____, do agree to abide by the OEM Volunteers Harassment and Sexual Harassment Policy to the best of my abilities.

Volunteers are entitled to respect, dignity and security while Volunteering with the Suquamish Tribe. Volunteers are also expected to conduct themselves with respect and dignity while Volunteering for the OEM. The Suquamish Tribe is committed to providing an environment that is free from harassment on the basis of race, religion, gender, sexual orientation, national origin, uniform service, age or disability.

Harassment included verbal, physical and visual conduct that creates an intimidating, offensive or hostile work environment. Examples include racial slurs, ethnic jokes, posting offensive statements, posters cartoons, etc.

Sexual harassment includes, but is not limited to: unwelcome sexual advances; requests for sexual favors; verbal abuse of a sexual nature; graphic or suggestive comments about an individual's dress or body; sexually degrading words to describe an individual; and displaying sexually suggestive objects or pictures, including nude photographs, or viewing pornography on a computer or screen.

If a Volunteer believes they have been subject of harassment because of the actions of their Volunteer supervisor, a Tribal government employee or a non-employee, the Volunteer is strongly encouraged to notify the Volunteer Coordinator. If a Volunteer or Tribal Employee is aware of any situation that may constitute harassment, they are required to notify the Volunteer Coordinator as soon as possible and may file a complaint.

If the OEM receives a complaint alleging that a Volunteer has engaged in harassment or sexual harassment during Volunteer service with the OEM, the OEM will promptly investigate

All complaints will be promptly investigated. Confidentiality will be protected to the extent reasonably possible. Any Volunteer who is found to have engaged in harassment and/or sexual harassment will be subject to disciplinary action up to termination of their Volunteer agreement and Volunteer credentials.

Retaliation against any Volunteer, Tribal employee, or community member for filing a complaint or participating in an investigation is prohibited.

By signing below, I understand and agree to abide by the guidelines of this Harassment and Sexual Harassment Policy for OEM Volunteers.

Signature (parent/guardian if under age 18)

Date