



Eagle Rock Yacht Club

Anti-Harassment Policy

Everyone deserves to feel safe and respected at the Yacht Club. Harassment, discrimination, sexual assault, and retaliation are not welcome here.

This policy applies to everyone involved in the club, including players, captains, ambassadors, volunteers, guests, staff, and board members.

Where this applies

This policy covers games, practices, volunteer activities, club events, club-related social gatherings, and team or club chats. It also covers online conduct and conduct outside club activities when it affects someone's safety or ability to take part in the club.

What isn't acceptable

Prohibited conduct includes:

- Harassment or discrimination based on race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, perceived disability, marital status, personal appearance, veteran status, or another legally protected characteristic.
- Unwanted sexual comments, messages, images, advances, or touching.
- Repeated romantic or sexual attention after someone has declined or shown that it is unwelcome.
- Sexual pressure, coercion, or sexual contact without consent.
- Threats, stalking, intimidation, or bullying.
- Retaliation against someone for raising a concern, helping someone report, or taking part in a review.

Calling something a joke, being friends, or having used alcohol does not excuse this conduct. Conduct does not have to meet a legal definition of harassment to violate this policy.

How to raise a concern

Players can bring concerns to their captain, a league ambassador, or hello@theyachtclub.org.

Choose whichever route feels most comfortable. You do not have to go through your captain first.

You can report something you experienced, witnessed, or learned about. You do not need to be sure it violates this policy. You can also ask how the process works before sharing names or details.



THE EAGLE ROCK YACHT CLUB

If your concern involves your captain or ambassador, you can use another reporting route. Anyone involved in a concern, or with a conflict of interest, must step aside from reviewing it or deciding the response.

Please come forward when you feel able. Time passing does not prevent you from reporting. You do not need exact dates, witnesses, or screenshots to raise a concern, and you do not need to confront the person involved.

Captains and ambassadors who receive a concern must promptly bring it to a club leader who can respond and has no conflict of interest. They should explain this next step to the person reporting and limit what they share to what is needed to address the concern.

What happens after a report

The club will take reports seriously and arrange for someone without a conflict of interest to review the concern and any immediate safety needs.

If we have a way to contact you, we will acknowledge your report promptly, explain the next steps, and ask about your concerns and preferences. We will keep you informed as the review proceeds and explain any delays.

The review may include separate conversations with those involved, witnesses, and a review of relevant messages or other information. We will approach the review fairly and give the person whose conduct is being reviewed a chance to respond. You will not be required to meet with that person or take part in mediation.

We may put temporary safety measures in place during a review, such as no-contact directions or limits on attendance or participation. These measures are not a finding of wrongdoing. We will seek to avoid placing the burden on the person who raised the concern.

If this policy has been violated, action may include a warning, conditions on participation, removal from a leadership role, suspension, or a ban from club activities. The response will reflect the seriousness of the conduct and any pattern of behavior.

Where we can make contact, we will tell the person who reported and the person whose conduct was reviewed when the review is complete. We will share the outcome and relevant next steps within privacy limits.



Privacy and choice

We will limit access to reports and related records to people who need the information to respond. We cannot promise complete confidentiality. A fair review, a safety concern, or a legal obligation may require some information to be shared.

Email sent to hello@theyachtclub.org may be read by those who manage that inbox. If you want to understand who would receive your information before sharing details, you can ask first.

We will explain privacy limits and, where possible, discuss necessary sharing with you before it happens. We will consider your wishes, but may need to act to address a serious safety risk or meet a legal obligation.

You may seek support or report to outside services or authorities at any time. You do not need to complete the club's process first.

No retaliation

No one may threaten, punish, pressure, or target someone for raising a concern honestly, supporting a report, or taking part in a review. This includes retaliation through team selection, playing time, leadership roles, or club-related chats and activities.

A report that cannot be substantiated is not, by itself, a false report.

Report suspected retaliation to a captain, league ambassador, or hello@theyachtclub.org. It will be treated as a separate concern.

Urgent help

Email is not monitored continuously. If someone is in immediate danger, call 911 or local emergency services. During a club event, alert an on-site organizer if it is safe to do so.

Questions about this policy can be sent to hello@theyachtclub.org.