



Eagle Rock Yacht Club

Policy Against Harassment, Discrimination & Retaliation

Our Commitment

The Eagle Rock Yacht Club is built around community, play, and treating people with respect.

Everyone should be able to take part in Yacht Club activities without being harassed, discriminated against, intimidated, or made to feel unsafe or unwelcome.

The Yacht Club does not tolerate harassment or discrimination based on someone's identity or protected characteristics. We may also address harmful or inappropriate conduct even when that conduct does not meet the legal definition of harassment or discrimination.

Conduct does not have to be illegal to violate this policy.

We also understand that not every disagreement, awkward interaction, bad joke, or interpersonal conflict is harassment. When concerns are brought to us, we will look at the full situation and respond in a way that is fair and appropriate.

Need to report a concern? Email hello@theyachtclub.org or visit theyachtclub.org/report.

Who This Policy Applies To

This policy applies to everyone taking part in or representing the Yacht Club, including:

- Players and participants
- Captains
- League ambassadors
- Volunteers
- Board members and officers
- Employees and contractors
- Guests
- Vendors and partners taking part in Yacht Club activities

Where This Policy Applies

This policy applies anywhere Yacht Club activities or interactions take place.

That includes dodgeball games, recreation centers, bars and after-parties, volunteer events, meetings, special events, trips, and other Yacht Club gatherings.

It also applies to Yacht Club-related communication through email, text messages, group chats, social media, direct messages, and other online platforms.

Conduct does not have to happen during an official Yacht Club event to fall under this policy.

The Yacht Club may respond to conduct that happens outside an official activity when there is a meaningful connection to the Yacht Club community and the conduct affects, or could reasonably affect, another person's safety, participation, or experience within the organization.

Harassment & Discrimination

The Yacht Club prohibits harassment or discrimination based on characteristics protected by applicable law, including but not limited to:

- Race or color
- Ancestry or national origin
- Religion or creed
- Age
- Physical or mental disability
- Sex
- Gender
- Gender identity or gender expression
- Sexual orientation
- Marital status
- Medical condition
- Genetic information
- Military or veteran status
- Reproductive health decision making
- Pregnancy, childbirth, breastfeeding, or related medical conditions
- Citizenship or immigration status
- Primary language

This also includes discrimination based on a characteristic someone is perceived to have, or because of their association with someone who has a protected characteristic.

The Yacht Club may also address bullying, intimidation, harassment, or discriminatory treatment related to other personal characteristics, including appearance, even when that conduct is not specifically prohibited by law.

Harassment can take many forms. Depending on the situation, it may include:

- Slurs, insults, degrading comments, or repeated offensive jokes
- Threats or intimidation
- Bullying or repeated targeting of another person
- Deliberately excluding or mistreating someone because of their identity
- Offensive images, messages, posts, or gestures
- Repeated unwanted attention after someone has made it clear that it is unwelcome
- Unwanted physical contact
- Other behavior that interferes with someone's ability to safely and comfortably take part in Yacht Club activities

A single serious incident may be enough to violate this policy.

A pattern of less severe behavior may also violate the policy.

Sexual Harassment

Sexual harassment is prohibited.

It may include:

- Unwanted sexual advances or invitations
- Requests for sexual favors
- Making someone's treatment, opportunities, participation, or standing within the Yacht Club depend on romantic or sexual interest
- Unwanted sexual comments, jokes, questions, gestures, or messages
- Sending or showing unwanted sexual or sexually suggestive images
- Repeated romantic or sexual attention after someone has expressed that it is unwanted
- Unwanted touching, kissing, grabbing, or other physical contact of a sexual nature
- Exposing or displaying one's body to someone without their consent

A person does not have to explicitly say "no" for conduct to be unwelcome.

Past flirting, dating, sexual activity, or another consensual relationship does not imply ongoing consent.

Relationships & Positions of Authority

The Yacht Club is a social community. Friendships, dating, romantic relationships, and sexual relationships may naturally develop between people involved in it.

Having a relationship with another Yacht Club participant is not, by itself, a problem.

People in positions of authority or influence, however, have an added responsibility to be aware of the power that can come with those roles.

This includes board members, league ambassadors, captains, and others who may have a say in team placement, leadership opportunities, discipline, complaints, access to activities, or other decisions.

No one may use their Yacht Club role to pressure, pursue, reward, punish, threaten, or otherwise influence another person in connection with a romantic or sexual relationship.

If someone in a leadership role has a romantic or sexual relationship with a person whose Yacht Club experience they may influence, they should disclose the potential conflict to another appropriate Yacht Club leader and should not participate in decisions involving that person when the relationship creates an actual or apparent conflict of interest.

The responsibility for recognizing and disclosing that conflict rests primarily with the person in the position of authority.

Alcohol & Intoxication

Alcohol or intoxication does not excuse conduct that violates this policy.

Everyone remains responsible for their behavior at Yacht Club activities, including social events, bars, after-parties, and other gatherings connected to the organization.

Online Conduct

The same standards apply online as they do in person.

Harassment, discrimination, threats, unwanted sexual communication, retaliation, or other conduct prohibited by this policy may happen through text messages, email, social media, direct messages, group chats, photos, video, or other electronic communication.

Communication does not have to take place through an official Yacht Club account or channel to fall under this policy when it has a meaningful connection to the Yacht Club community.

Reporting a Concern

Anyone who experiences or witnesses conduct that they believe may violate this policy is encouraged to tell us.

Reports can be made by email at: **hello@theyachtclub.org**

Reports can also be submitted without identifying yourself through our reporting form: theyachtclub.org/report.

A person may report something that happened to them or something they witnessed involving someone else.

You do not need to confront the person involved before making a report.

You also do not need to decide whether something legally qualifies as harassment or discrimination before contacting us. Tell us what happened and we will determine how best to respond.

There is no penalty for not reporting something immediately. We encourage people to come forward whenever they feel ready.

If the person you would normally contact is involved in the situation, has a close relationship with someone involved, or otherwise makes you uncomfortable, please say so in your report. The Yacht Club will make reasonable efforts to have other people handle the matter.

Anonymous Reports

You may submit a report without providing your name or contact information.

Reports submitted without identifying information will still be reviewed and taken seriously.

Please understand that submitting without identifying yourself can sometimes limit our ability to ask follow-up questions, verify information, or fully investigate what happened.

Anyone using the reporting form may choose to provide contact information if they would like us to follow up. Providing contact information is optional.

What Happens After a Report

The Yacht Club will take reports seriously and respond as promptly and fairly as reasonably possible.

What happens next will depend on the situation.

The Yacht Club may:

- Speak with the person making the report
- Speak with the person whose conduct was reported
- Speak with witnesses or others who may have relevant information
- Review messages, photos, video, or other relevant information

- Take temporary steps while the situation is being reviewed
- Seek help from someone outside the Yacht Club when appropriate

The people reviewing a report should not be directly involved in the situation and should be able to approach it fairly.

If a board member, league ambassador, captain, or other person who would normally be involved has a conflict of interest or close connection to the situation, that person should step away from the review.

Privacy

We understand that these situations can be personal and sensitive.

Information about a report will be shared only with people who reasonably need it to understand what happened, conduct a fair review, protect participants, or take appropriate action.

We cannot promise complete confidentiality.

In some cases, information must be shared in order to understand what happened or give another person a fair chance to respond.

We will make reasonable efforts to protect the privacy of everyone involved.

Interim Measures

The Yacht Club may take temporary steps while a situation is being reviewed.

Depending on the circumstances, those steps may include:

- Asking people to avoid contact
- Changing team assignments
- Changing responsibilities or leadership roles
- Temporarily removing someone from an event or activity
- Temporarily suspending someone from Yacht Club activities
- Taking another reasonable step intended to protect the people involved

Taking a temporary step does not mean that the Yacht Club has already decided that someone violated this policy.

Decisions & Possible Outcomes

When significant disciplinary action is being considered, the decision should be reviewed by at least two people who are not directly involved in the situation.

Whenever reasonably possible, at least one reviewer should be a Yacht Club board member.

Other reviewers may include uninvolved board members, league ambassadors, captains, or other established members of the Yacht Club community who can reasonably be impartial.

If the Yacht Club determines that this policy has been violated, we may take action based on the nature and seriousness of the conduct.

Possible actions include:

- A conversation or warning
- Setting expectations or boundaries for future behavior
- Requiring changes in behavior
- Removal from a captain, ambassador, volunteer, board, or other leadership role
- Suspension from Yacht Club activities
- Removal from a team, league, event, or program
- Permanent removal from Yacht Club activities
- Ending an employment or contractor relationship, when applicable
- Other action reasonably intended to address the situation and prevent it from happening again

Serious conduct may result in immediate suspension or removal, including for a first incident.

The Yacht Club does not have to use these actions in any particular order.

Appeals

A person who is suspended, permanently removed, or otherwise subject to significant disciplinary action may ask for the decision to be reconsidered.

Requests for reconsideration should be sent to: **hello@theyachtclub.org**

The request should briefly explain why the person believes the decision should be reviewed.

The appeal will be considered by at least two people who were not involved in the original decision whenever reasonably possible.

The review may consider whether relevant information was missed, new information has become available, or the action taken should be reconsidered based on the circumstances.

Each disciplinary decision is eligible for one appeal.

The outcome of that review will be final.

No Retaliation

The Yacht Club prohibits retaliation against anyone for:

- Making a good-faith report
- Raising a concern
- Helping another person make a report
- Taking part in a review or investigation
- Providing information as a witness
- Opposing harassment or discrimination

Retaliation can include threats, intimidation, harassment, punishment, deliberate exclusion, adverse treatment within the league, pressure to withdraw or change a report, or other behavior intended to punish someone for speaking up.

A good-faith report is protected even if the Yacht Club ultimately determines that this policy was not violated.

If you believe you are experiencing retaliation, please report it in the same way you would report any other concern under this policy.

Emergencies & Law Enforcement

This policy does not replace emergency services or law enforcement.

Anyone who believes they or another person is in immediate danger should contact 911 or seek other appropriate emergency assistance.

A person does **not** need to make a police report in order to report something to the Yacht Club or have the Yacht Club review a concern.

Our Responsibility

The Yacht Club wants people to feel able to speak up when something does not feel right.

Our responsibility is to listen, take concerns seriously, gather the information we reasonably can, treat the people involved fairly, and take appropriate action when needed.

No policy can anticipate every situation.

The Yacht Club may use reasonable judgment when responding to conduct that threatens the safety, dignity, or well-being of our community, even when that exact conduct is not specifically described in this policy.

Adopted: January 2018

Last updated: September 2026