

**Policy of  
Greenville Woodworkers Guild, Inc.**

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<b>Title:</b>	<b>Sexual Harassment Prohibition</b>	Policy No.: 20
		Revision: 1
		Date Adopted: Jul 16, 2012
		Resolution: 2012-30
		Date Effective: Jul 16, 2012

**Statement of Policy:**

The Greenville Woodworkers Guild prohibits sexual harassment of its members by any member or non-member. Such conduct may result in disciplinary action up to and including loss of membership privileges. This policy covers all members. The Guild will not tolerate, condone or allow sexual harassment, whether engaged in by fellow members, supervisors, associates, or other non-members who conduct business with the Guild.

**Reason for Policy:**

Greenville Woodworkers Guild members are entitled to enjoy an environment free from sexual harassment when participating in Guild functions or working at the Education Center. We recognize sexual harassment as unlawful discrimination, just as conduct that belittles or demeans any individual on the basis of race, religion, national origin, sexual preference, age, disability, or other similar characteristics or circumstances.

**Policy Requirements:**

Sexual joking, lewd pictures and any conduct that tends to make members of one gender "sex objects" is prohibited.

Members who have complaints of sexual harassment should (and are encouraged to) report such complaints to the President or Executive Vice President of the Greenville Woodworkers Guild. Your complaint will be promptly and thoroughly investigated. Confidentiality of reports and investigations of sexual harassment will be maintained to the greatest extent possible. Any member or non-member, after appropriate investigation, is found to have engaged in sexual harassment of another member will be subject to disciplinary action, up to and including loss of membership.

The Guild will not in any way retaliate against any individual who makes a report of sexual harassment nor permit any member to do so. Retaliation is a serious violation of this sexual harassment policy and should be reported immediately. Any person found to have retaliated against another individual for reporting sexual harassment will be subject to appropriate disciplinary action, up to and including loss of membership.