

# SUN COUNTRY VOLLEYBALL

## SURVA SEXUAL HARASSMENT POLICY

Despite the region's best efforts to isolate the volleyball community from sexual harassment, people occasionally behave inappropriately. This policy has been designed, should harassment occur, that a member might better understand the steps that can and should be taken.

The Sun Country Region is committed to maintaining an athletic environment that is free from sexual harassment. Harassment can occur between any combination of members of the volleyball community – coaches, players, parents, & organizers. It generally occurs when one person, the harasser, holds the position of real or perceived authority over another individual.

**Unwelcome and unwanted** sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature such as sexual jokes, gestures, graffiti, posters, writing, touching or physical contact constitutes sexual harassment.

Sexual harassment may involve, **but is not limited to:**

- Suggestive comments about physical appearance
- Leering or staring
- Use or display of any sexual material
- Sexual teasing
- Jokes with sexual themes
- Promises or rewards in return for sexual favors
- Sexual assault
- **Improper Physical Contact**
- Submission to or rejection sexual harassment by an individual is used as the basis for participation such as team selection decisions affecting the individual.
- When such conduct has the purpose or effect of interfering with an individual's opportunity to participate in volleyball events or creating an intimidating, hostile or offensive environment.

## REPORTING

### Minors

It is of utmost importance that all members be proactive in protecting our minor athletes. Please contact the following below for help. These entities have experienced and trained specialists to deal with sexual harassment.

1. New Mexico and Texas are mandatory reporting states and it is a crime not to report suspected child abuse. Any knowledge or allegations of sexual harassment of a minor, whether by hearsay, secondhand or firsthand, a report must be filed with law enforcement.
2. In accordance with Federal law, any sexual harassment report involving a minor athlete must be submitted to the US Center for SafeSport. You may notify the Center through <https://uscenterforsafesport.org/report-a-concern/>.

## Adults

All sexual harassment should be dealt with immediately. It is important that even the adults have avenues for support. Any adult encountering sexual harassment are encouraged to make a report to Safe Sport and/or Region leadership. Adult members encountering harassment may take the following actions.

1. Seek to resolve the matter in direct conversation with the individual(s) understood to have engaged in the harassment.
2. Make a report to the alleged harasser's club leadership.
3. Contact the Region and/or Safe Sport for support and investigation.

Any report of sexual harassment may remain confidential to the extent that maintaining confidentiality is not consistent with investigating the report of harassment, eliminating, or remedying any sexual harassment found to have occurred, or preventing future harassment.

As standard practice, all sexual harassment reports made to SURVA staff will be sent by the Region to The US Center for Safe Sport for initial consideration. Regarding any complaints filed with the US Center for Safe Sport, the Region must wait on a jurisdictional determination by the Center before Region consideration can begin. While awaiting a Center decision, SURVA may, at its discretion, place a temporary sanction, up to and including suspension, on any member alleged to have committed sexual harassment.

Any member who engages in sexual harassment, fails to cooperate in an investigation of sexual harassment, or otherwise violates or acts in a manner inconsistent with this policy, **will** be immediately **suspended pending Ethics Committee consideration**.