

The American Legion Department of Arizona Pat Tillman Post 117

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Anti-Harassment and Anti-Discrimination Policy

Revised: December 11, 2023

www.pattillmanpost117.org

OVERVIEW AND SCOPE

American Legion Pat Tillman Post 117 of Phoenix, Arizona 85032, has established an Anti-Discrimination and Anti-Harassment Policy. This policy applies to all aspects of the relationship between American Legion Pat Tillman Post 117 and its members, including, but not limited to all members, vendors, program participants, and volunteers. These policies apply to independent contractors, temporary employees, all personnel working on the premises, and any other persons engaged with American Legion Pat Tillman Post 117. Disciplinary action will be taken against any member, employee, or agent in breach of this policy.

POLICIES

1. DISCRIMINATION. American Legion Pat Tillman Post 117 shall not tolerate, under any circumstances, without exception, any form of discrimination based on race, creed, religion, color, age, disability, pregnancy, marital status, parental status, veteran status, military status, domestic violence victim status, national origin, political affiliation, sex, predisposing genetic characteristics, and any other status protected by the law. This list is not exhaustive. American Legion Pat Tillman Post 117 will make every effort to provide reasonable accommodations that comply with applicable laws for any member, vendor, program participant, or volunteer. All members, officers, stakeholders, and agents at American Legion Pat Tillman Post 117 will comply with these anti-discrimination and anti-harassment policies. In some cases, local laws and regulations may provide greater protections than those described in this policy.

2. HARASSMENT. American Legion Pat Tillman Post 117 is committed to providing an environment that is free from harassment. Any behavior that is unwanted and offensive to the recipient, which creates an intimidating, hostile, or humiliating work environment for that person, violates American Legion Pat Tillman Post 117's policy. Harassment can occur between members of the opposite sex or the same sex. Harassment, verbal or non-verbal, explicit or implicit, based on an individual's sex, race, ethnicity, national origin, age, religion, or any other legally protected characteristics will not be tolerated. All members, including officers, stakeholders including program participants and volunteers, and agents of American Legion Pat Tillman Post 117 are required to abide by this policy. No person will be adversely affected in membership or employment with American Legion Pat Tillman Post 117 as a result of bringing complaints of harassment.

3. SEXUAL HARASSMENT. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission to or rejection of such conduct by an individual is used as a basis for membership or employment decisions, promotion, transfer, selection for training, performance evaluations, benefits, or other terms and conditions of membership or employment; or (3) such conduct has the purpose or effect of creating an intimidating, hostile, or offensive environment or substantially interferes with membership or employment. American Legion Pat Tillman Post 117 prohibits inappropriate conduct that is sexual in nature at work, on Post business, or at Post sponsored events, including the following: comments, jokes, degrading language, sexually suggestive objects, books, or any form of media electronic or in print form. Sexual harassment is prohibited whether it is between members of the opposite sex or members of the same sex.

4. REPORTING DISCRIMINATION AND HARASSMENT. If a member or an employee feels that he or

she has been harassed as described in this policy, they should immediately report the matter to the Post Commander or a member of the Executive Committee through any verbal or written means. If that contact is not available, or if the member or employee is not comfortable informing this contact, the member or employee should immediately inform the District 12 Commander. Once the matter has been reported it will be promptly investigated, and any corrective action will be taken when deemed appropriate. All complaints or unlawful harassment under this policy or otherwise will be handled in as confidential a manner as possible. Timely reporting is encouraged to prevent the re-occurrence of, or otherwise address, the behavior that violates this policy or law. Delays in reporting a complaint can limit the type of effectiveness of a response by American Legion Pat Tillman Post 117. The procedure for reporting incidents of discriminatory or harassing behavior is not intended to prevent the right of any member or employee to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.

5. RETALIATION. Retaliation against any person associated with American Legion Pat Tillman Post 117 who reports instances of harassment - whether they are directly or indirectly involved - is in violation of American Legion Pat Tillman Post 117's policies. All reported incidents are assumed to be made in good faith. Any malicious allegations that are proven knowingly false by the individual shall be treated as a Harassment matter.

6. DISCIPLINARY MEASURES FOR HARASSMENT. Any member or employee engaging in behavior that violates this policy will be subject to disciplinary action, including the possible removal from Post membership, or termination of employment, whether or not an actual law has been violated.

7. TRAINING. All members, employees, and stakeholders, including volunteers, will be required to attend mandatory anti-discrimination, anti-harassment, and/or anti-sexual harassment training of a kind as designated by American Legion Pat Tillman Post 117.

8. REMEDIES. Remedies for any instances of verified discrimination or harassment, whether caused intentionally or by actions that have a chilling effect, may include actions deemed appropriate by American Legion Pat Tillman Post 117 in accordance with its Constitution and By-laws. Remedies can also include payment of attorney's fees, expert witness fees, court costs, and other applicable legal fees.

9. POLICY IMPLEMENTATION. Implementation of this Policy shall be effective per Unanimous Consent of the Post General Membership meeting on January 19, 2024. This policy cannot be retroactively applied prior to its Implementation date.

< Original Hard copy signed January 19, 2024 >

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