



ANTI-HARASSMENT POLICY

Stonewall Sports Detroit is committed to providing a safe, sports, LGBTQ+ community that is free from harassment. Harassment is defined as any behavior that is both unwelcomed and offensive to the person toward it is targeted toward. Harassment includes bullying, taunting, obscene gestures, intimidation, discrimination, intentional mis-gendering of a person or intentional mis-use of a person's pronouns, and the like. Harassment can be in any form: verbal, written, or physical. All participants, spectators, and game officials are protected by this policy and must abide by this policy.

Sexual harassment is any behavior of a sexual nature that is both unwelcome and offensive to the person it is targeted toward. Non-exclusive examples of harassing behavior may include unwanted physical contact; foul language of an offensive, sexual nature; sexual propositions; sexual jokes or remarks; obscene gestures; and displays of pornographic or explicit pictures, drawings, or caricatures.

As a volunteer-run organization, Stonewall Sports Detroit relies on members of the community to volunteer as game officials. The Board of Directors considers harassment of its volunteers to be particularly egregious. Any attempt to intimidate game officials will result in disciplinary action, up to and including expulsion. Harassment in any form is expressly forbidden. Any member of the Stonewall Sports Detroit community who feels that they have been harassed are encouraged to report the matter to any member of the Board of Directors / Stonewall Sports Detroit leadership. Once the matter has been reported, it will be promptly investigated and any necessary corrective action will be taken as appropriate.

COMPLAINTS AND DISCIPLINARY ACTION

Complaints can be initiated in two ways:

- 1. Player Initiated:** Any member can initiate a complaint against another member by completing the Incident Reporting Form, available on the Stonewall Sports Detroit website under the "Resources" section. The Form will go to the Policy and Advocacy Director, who will then gather information received to lead the investigation process with the incident committee. You may access the form here: [Incident Report Form](#).
- 2. Board of Directors Initiated:** Upon witnessing an incident or by being presented with credible information by someone with first-hand knowledge of the situation, the Board of Directors may initiate an investigation.