



SUDL sexual harassment policy for employees and contractors

The Sacramento Urban Debate League is pledged to preserving an environment free from sexual harassment. Harassment is against the law and is a form of gender discrimination. The aim of this policy is to prevent harassment of any kind by anyone associated with the Sacramento Urban Debate League. Discrimination and harassment on the basis of any protected class in California will not be tolerated. Those protected classes are age, ancestry, color, disability, national origin, race, religion, sex, gender, gender identity, gender expression.

Sexual harassment includes but is not limited to unwelcome sexual advances, unwanted requests for sexual favors or unwanted sexual attention, or other unwanted verbal, visual or physical conduct of a sexual nature against another person of the same or opposite sex by anyone associated with the Sacramento Urban Debate League. Harassment includes, but is not limited to, obscene jokes, lewd comments, sexual depictions, repeated requests for dates, touching, staring or other sexual conduct. Social contact, aside from debate team activities, is prohibited. Sexual contact, between individual students and coaches is prohibited.

All persons involved with the Sacramento Urban Debate League are responsible for helping ensure the debate environment is kept free of sexual harassment. This policy applies to SUDL employees, contractors, board members, volunteers, interns, any anyone else working for SUDL. If you feel you have been a victim of sexual harassment, including sexual harassment from any other contractor, employee, supervisor or board member, you are encouraged to report it. You can report the behavior to the executive director (if an executive director is in place), or the board president. If you have witnessed sexual harassment, you also are urged to report the incident so that prompt action may be taken. If the complainant is uncomfortable reporting to the executive director or board president, to another member of the Sacramento Urban Debate League board. Alternatively, you can report the behavior to the Sacramento Urban Debate League ombudsperson who will not be affiliated with any particular school.

All complaints will be treated seriously, kept as confidential as possible and investigated fully. Please note that people affiliated with schools or school districts have mandatory reporting obligations. All complainants will be protected from retaliation. If, however, the Sacramento Urban Debate League finds that intentionally false charges have been filed, disciplinary action may be taken against anyone who intentionally provides false information.

If an investigation confirms that sexual harassment has occurred, immediate action will be taken to put an end to the harassment. The Sacramento Urban Debate League will take appropriate corrective actions against anyone found to be in violation of this policy, including possible suspension from or removal from the program.

Adopted February 4, 2021