



## Safari DC Golf Club Anti-Harassment Policy

### 1. PURPOSE

Safari DC Golf Club is committed to conducting events (Tournaments, receptions and meetings) in a manner that upholds the values and aims to be inclusive to the largest number of golfers with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe, and welcoming environment for all, regardless of gender, sexual orientation, gender identification, mental or physical ability, race, color, age, ethnicity, socioeconomic status, religion, and genetic identification. This Anti-Harassment Policy outlines our expectations for all those who participate in Safari DC Golf Club's events as well as the consequences for unacceptable behavior. We expect all participants in Safari DC Golf Club's events to create safe and positive experiences for everyone.

"Participant" and "Participants" in this policy refer to anyone present at Safari DC Golf Club's events and events, including , golfers, vendors, exhibitors, sponsors, speakers, volunteers, venue staff, members, non-members, and all attendees.

"Event" and "Events" in this policy includes, but is not limited to, all onsite areas Safari DC Golf Club venue (e.g., the course, host club facilities, practice areas, parking areas and any areas of competition operations), and any offsite areas connected to the Safari DC Golf Club (e.g., hotels, restaurants, camp grounds, park).

### 2. EXPECTED BEHAVIOR

All Participants at Safari DC Golf Club events are expected to abide by this Anti-Harassment Policy in all associated venues, including ancillary events and official and unofficial social gathering organized by Safari DC Golf Club

- Exercise consideration and integrity in your speech and actions
- Do not engage in demeaning, discriminatory, or harassing behavior or speech
- Be respectful of your surroundings and of your fellow Participants
- Alert Safari DC Golf Club executive leadership if you notice a dangerous situation, someone in distress, or violations of this Anti- Harassment Policy, even if they seem inconsequential
- Safari DC Golf Club's event venues or venues of ancillary events may be shared with members of the public; please be respectful to all patrons of these locations

### 3. UNACCEPTABLE BEHAVIOR

Unacceptable behaviors include:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by
- any Participant in Safari DC Golf Club's events, at any related events and in one-on-one communications carried out in the context of Safari DC Golf Club's events.
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other characteristics protected by State and/or federal law
- Use of nudity and/or sexually explicit images in public spaces (including presentation slides)
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Unwelcome and uninvited attention or contact
- Physical assault (including unwelcome touching or groping)



- Real or implied threat of physical harm
- Real or implied threat of professional or financial damage or harm

Harassment committed in a joking manner still constitutes unacceptable behavior. Remember that sexist, racist, and other exclusionary jokes are offensive. Excessive swearing and offensive jokes are not appropriate for Safari DC Golf Club's events.

Retaliation for reporting harassment is a violation of the Anti-Harassment Policy.

Reporting harassment in bad faith is a violation of the Anti-Harassment Policy.

#### 4. CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Unacceptable behavior from any Participant at Safari DC Golf Club's events will not be tolerated.

If any Participant engages in behavior deemed unacceptable under this policy, Safari DC Golf Club reserves the right to take any action Safari DC Golf Club deems appropriate. Safari DC Golf Club reserves the right to remove a Participant from Safari DC Golf Club's events without warning or refund, and to prohibit a Participant from attending future Safari DC Golf Club events.

#### 5. IF YOU ARE SUBJECT TO OR WITNESS UNACCEPTABLE BEHAVIOR

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact Safari DC Golf Club Ombudsman, Chairperson, Captain or any member of the Clubs executive leadership.

All complaints will be treated seriously and responded to promptly. If your safety is threatened, please contact venue security or 9-1-1, as needed. All reports are confidential.

If possible, when making a report of harassment to Safari DC Golf Club, provide the following information, preferably in writing:

- Identifying information of the Participant engaging in the harassing behavior
- A description of the behavior giving rise to the violation
- The approximate time of the behavior (if different than the time the report was made)
- The circumstances surrounding the incident
- Other people involved in or witnessing the incident

If needed or requested, the executive leadership of the club will help Participants contact venue security or local law enforcement, provide a security escort, or otherwise assist those experiencing harassment to feel safe for the duration of Safari DC Golf Club's event.

#### 6. ADDRESSING GRIEVANCES

If you feel you have been falsely or unfairly accused of violating this Anti-Harassment Policy, you should notify the executive leadership of Safari DC Golf Club at [SafariDCgolfclub@gmail.org](mailto:SafariDCgolfclub@gmail.org) with a concise description of your grievance. Your grievance will be reviewed and investigated promptly and thoroughly.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
(Member/Guest/Volunteer Name as listed on Driver's License/Government ID)