

## **Mountain Playshop Policy on Harassment and Discrimination**

Mountain Playshop is a regional dance weekend that attracts dancers from North Carolina, nearby states and beyond. Since 1986, Mountain Playshop has provided a forum for dancers to learn and review material from regional and professional teachers while offering a beautiful destination for sharing meals, making music and relaxing in the shadow of the Smoky Mountains. Renewing old friendships, establishing new ones and fostering understanding and respect for all peoples and cultures are important goals of Mountain Playshop.

However, in a diverse community, what is acceptable behavior to one person may be unacceptable to another, and some behaviors are illegal. Mountain Playshop is committed to maintaining a workshop environment that is free from discrimination and harassment. Accordingly, it is the policy of Mountain Playshop that all participants be free from all forms of harassment and intimidation.

### **POLICY AGAINST HARASSMENT AND DISCRIMINATION:**

Mountain Playshop prohibits discriminatory practices and harassment on the basis of sex, gender, age, race, color, national origin, religion, disability, sexual orientation, or any factor protected by the law.

Harassment can include, but is not limited to, slurs, unwanted nicknames, threats, derogatory comments, and unwelcome jokes or pranks that would make a reasonable person experiencing such harassment uncomfortable in the workshop environment. Additionally, harassment includes verbal and physical conduct of a sexual nature when such conduct creates an uncomfortable, intimidating, hostile, or offensive environment. This may include, but is not limited to, inappropriate comments regarding an individual's body, physical appearance, attire, sexual orientation; unwelcome flirting, propositions; inappropriate touching; pranks and jokes with sexual connotations.

Mountain Playshop's policy against harassment and discrimination is intended to protect all members of the Playshop community, including employees, contract workers, teaching staff, musicians, volunteers, visitors, and Playshop participants.

### **REPORTING INSTANCES OF HARASSMENT:**

Any individual who believes he or she is being or has been harassed or discriminated against at any activity or at any event associated with Mountain Playshop should report such incidents as soon as possible to any member of the Mountain Playshop board.

Additionally, any individual may seek advice or information regarding whether to make a report of harassment or discrimination by consulting with any board member. Such consultations shall be considered confidential and shall not be shared with others without the express permission of the complainant and shall not constitute a report of harassment or discrimination.

Reports of harassment or discrimination in violation of this Policy must be brought as soon as possible after the alleged conduct occurs. Prompt reporting will enable Mountain Playshop to investigate the facts, determine the issues, and provide an appropriate remedy or disciplinary action. For reports that are not made at the time of the incident, Mountain Playshop shall respond to the greatest extent possible, however, delays in reporting can hamper the ability of Mountain Playshop to fully investigate and appropriately remedy the situation. In the case of a delayed report, the Playshop Board reserves

the right to determine whether or not an adequate investigation can be conducted, therefore anyone wishing to make a report is urged most strongly to do so without delay.

**HOW AN INVESTIGATION WILL BE CONDUCTED:**

The Mountain Playshop board members will conduct a prompt and thorough investigation of the complaint or observation of harassment or discrimination and take appropriate remedial action based on its investigation and findings. The investigation may include, but not necessarily be limited to, interviews of all involved parties and witnesses, and review of the situation surrounding the complaint. All reports of harassment or discrimination (this does not include any confidential consultations as described above) will be investigated, even if the individual making the report requests that no action be taken.

Since allegations of harassment or discrimination are serious matters for all concerned, cooperation of all parties will be expected. Discretion will be utilized in investigation and, when appropriate, remedying improper conduct. Information will be kept as confidential as possible and will be released only on a "need to know" basis.

**MOUNTAIN PLAYSHOP'S COMMITMENT TO AN EFFECTIVE HARASSMENT POLICY:**

Retaliation against anyone who makes a good-faith complaint or cooperates in a harassment/discrimination investigation within the framework of this policy will not be tolerated. False reports of harassment/discrimination also will not be tolerated.

Violations of this policy, including, but not limited to, harassing or retaliatory conduct, failure or refusal to cooperate in a harassment investigation, false reports of harassment or discrimination, or other actions contrary to this policy will result in disciplinary action. Such action may include discharge from a position or expulsion from a workshop, and also refusal of admittance to future Playshop events.

*Articles of Association, Bylaws and Policy on Harassment and Discrimination adopted September 13, 2014*