

ANTI-DISCRIMINATION AND SEXUAL HARASSMENT POLICY

American Association of Woodturners

(Adopted March 17, 2022)

The AAW is committed to equal opportunity for all persons without regard to sex, age, race, color, religion, creed, national origin, marital status, disability or sexual orientation or other protected groups. It is the policy of the AAW to comply with all federal, state and local laws and regulations regarding equal opportunity. In keeping with that policy, the AAW is committed to maintaining a work environment that is free of unlawful discrimination and harassment. Accordingly, the AAW will not tolerate unlawful discrimination against or harassment of any of our employees, members or others present at our facilities, or events by anyone, including any supervisor, co-worker, vendor, client, member or customer of the AAW.

All AAW members are expected to treat all other members and staff with respect, concern and courtesy. All artists and demonstrators involved in AAW events are expected to act with courtesy and behave in an ethical manner. Artists and demonstrators are covered under this policy when in those roles with AAW.

Unlawful Discrimination and Harassment

Unlawful discrimination includes treating someone less well in opportunities for work, promotions, shifts, overtime or other conditions of employment because of his or her race, national origin, sex, age, religion, disability or other protected attribute.

Harassment consists of unwelcome or unwanted conduct, whether verbal, physical or visual, that is based upon a person's protected status. Examples of unlawful harassment include words, gestures, stories, jokes or nicknames that are derogatory, demeaning or insulting to a person based upon his or her race, national origin, sex, disability, age, religion or other protected attribute.

Sexual Harassment

Sexual harassment deserves special mention. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when

- a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- c. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive work environment.