



NON-HARASSMENT POLICY

Capital Rowing Club (the "Club") is committed to providing an environment that is free of harassment with respect to any worker, member, vendor or guest of the Club. Sexual harassment and harassment based on an individual's membership in any protected group (for example, race, age, sex, sexual orientation, gender identity, national origin, ancestry, disability, or any other characteristic protected in the District of Columbia) is strictly prohibited. Any behavior that departs from this standard will not be tolerated and will constitute cause for the Club to take appropriate action, including, but not limited to, termination of membership and/or an individual's relationship with the Club.

Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment may include, for example, unwanted physical conduct or "horseplay" (including touching, pinching, pushing and grabbing); communications of a sexual, suggestive or biased nature; offensive jokes, slurs, or nicknames; and/or mocking, mimicking or belittling a person based on a protected characteristic. Please keep in mind that a person may be harassed even if they were not the intended "target". For example, a person may be harassed by racist jokes about a different ethnic group if the jokes create an offensive environment.

It is important to remember as well that these prohibitions apply to any type of communication (e.g., oral, written, voicemail, e-mail, social media and Internet). The prohibitions on inappropriate behavior also apply not only at the Club, but also to all other Club-related settings, such as regattas and club-related volunteer activities.

Anyone who feels that he or she is a victim of harassment should bring the matter to the immediate attention of their coach, a member of the board, or a person in charge of a club-related activity. If, for any reason, an individual is uncomfortable in bringing the matter to the attention of any of the above, complaints should be brought to the Club president. In all cases, complaints will be investigated promptly, thoroughly and impartially and the Club will not tolerate unlawful retaliation of any kind by anyone against any person who raises a complaint. Further, the existence and nature of complaints, as well as the identity of any complainant, witness or accused, will be disclosed only to the extent necessary to make a prompt, impartial and thorough investigation or as may be necessary to take appropriate corrective measures.