



Camp McCumber

35440 Deer Flat Road
Shingletown, CA 96088

SEXUAL HARASSMENT POLICY

Sexual harassment or abuse of any type is strictly prohibited at Camp McCumber. ALL USER GROUPS and are responsible for the actions of their staff, participants, parents, visitors and volunteers. All parties must respect one another enough to understand that people have feelings and sensitivities. Although one person may be interested in another, the feeling is not always mutual and one person may end up feeling bad. One of the most important things that a USER GROUP can do is to take action and deal with every situation as a serious allegation.

Type of Harassment

1. Verbal misconduct such as derogatory jokes or comments, slurs or unwanted sexual advances
2. Visual misconduct such as derogatory and/or sexually oriented posters, photos, cartoons, drawings, e-mails, faxes or gestures
3. Physical conduct such as unwanted touching, hindering normal movement or interfering with work or activities due to sex, race or any other protected basis
4. Threats or demands dealing with sexual requests as a condition of employment or to avoid any other loss
5. Retaliation for reporting any misconduct

Reporting Procedures

1. Notify the USER GROUP Camp Director. If Camp Director is not available, notify the Camp McCumber Camp Manager.
2. USER GROUP management or designated other will conduct an investigation As Soon As Possible.
3. If it is reasonably determined that a staff member is involved, the employee or volunteer in question may be suspended during the investigation or may be terminated immediately, depending on the severity of the situation. Appropriate actions will be taken immediately.
4. The accused person should be removed from the work environment and the accuser made as comfortable as possible.

We encourage all USER GROUP staff to report any incidents of harassment immediately so that the situation can be resolved in a timely manner.