

Harassment policy is set for Chapter

By Bill Oliver

Is sexual harassment a problem at Angeles Chapter outings and events? Actually, very few complaints are submitted within the Chapter, less than a handful in the past two years. But the Chapter feels that that's too many.

The policy of the Sierra Club clearly states that there is no place in our events or outings for harassment, sexual or otherwise, of leaders or participants. Such action by any Sierra Club leader or participant will not be tolerated. Violation of this policy will result in disciplinary action, including loss of leadership status and loss of the privilege of participating in Club events or outings.

Harassment may take many forms including:

Verbal conduct such as swearing, epithets, derogatory comments or racial, ethnic or gender/orientation based slurs.

Physical conduct, such as assault, pushing or blocking normal movement.

Retaliation for having reported harassment.

Specific forms of sexual harassment include:

Pressure for sexual favors.

Repeated requests for dates when a person has said "no."

Unwanted physical contact such as touching, pinching or brushing against.

Persistent unwanted attention to physical appearance or dress.

Inappropriate sexually oriented questions about a person's life.

Leaders should be alert to inappropriate Conduct of this nature and sensitive to the need to make everyone feel welcome and comfortable.

There are procedures available to a person who feels he or she is a victim of harassment, sexual or otherwise. These include contacting the chair or outings chair of the group, section or committee sponsoring the event or outing: contacting the chair of the Outings Management Committee or the chair of the Chapter Executive Committee; or contacting the Group & Chapter Outings Coordinator at Sierra Club Headquarters in San Francisco.

The complaint then may be forwarded to the Chapter's Sexual Harassment Investigating Committee. Please refer to the *Chapter's Schedule of Activities* for information on all the above or contact the Chapter office at 213-387-4287.

Bill Oliver is chair of the Outings Management Committee.
