

**BEAT THE STREETS PHILADELPHIA**  
**Policies and Procedures on**  
**Anti-Harrassment / Anti Discrimination**  
(Revised: June, 2018)

**POLICY**

It is the policy of Beat the Streets of Philadelphia, Inc. (“BTS”) to promote a productive work and student athlete environment and not to tolerate verbal, written or physical conduct, which harasses, disrupts, discriminates or interferes with another’s work performance or which creates an intimidating, offensive, or hostile environment.

**SCOPE**

This policy applies throughout all of BTS’ s operations to all employees, volunteers, student athletes and coaches.

**APPLICATION**

All employees, volunteers, student athletes and coaches are expected to act in a respectful manner and to contribute to a productive work environment that is free from harassing or disruptive activity. No form of harassment, whether because of one’s race, color, age, religion, gender, ethnic background, sexual orientation, physical or mental handicap, or any other protected characteristic will be tolerated.

**HARASSMENT GENERALLY**

Harassment is defined as unwelcome or unsolicited verbal, written, or physical conduct that creates an intimidating, hostile, or offensive working environment. Some examples include, but are not limited to, the following: derogatory comments or jokes regarding a person’s race, gender, religion, ethnic background, sexual orientation, disability, or physical appearance; or the distribution or display of written or graphic materials which have the same effect.

**SECUAL HARASSMENT**

Sexual harassment is defined as unwelcome or unwanted verbal, written, or physical conduct of a sexual nature when (1) submission to or rejection of this conduct by an individual is made a condition of continued employment/services or is used as a factor in decisions affecting hiring, retention, evaluation, promotion, wages, assigned duties, shifts, or other conditions of employment or career development; or (2) this conduct interferes with an individual’s work or creates an intimidating hostile or offensive work environment.

Examples of sexual harassment include, but are not limited to:

- unwelcome sexual flirtations, touching, advances, jokes, or propositions;
- demands for sexual favors;
- verbal abuse of a sexual nature;
- graphic or suggestive comments about an individual's dress or body;
- sexually degrading words to describe an individual;
- sexually suggestive or insulting sounds or gestures, including whistling and leering; and
- the display in the workplace of sexually suggestive objects, pictures, electronic images, or words.

All reports of sexual harassment, discrimination or intimidation will be shall be immediately reported to the Legal Compliance Officer of BTS, investigated, remediated and reported to the full BTS Board of Directors Officers.