**LWVNM Harassment Training**

**LWVNM Policy on Harassment, Adopted March 9, 2019**

**The League of Women Voters of New Mexico offers a productive climate, free of harassment, discrimination, and intimidation where everyone is treated with dignity and respect. Harassment includes racial or ethnic slurs and other verbal, visual, or physical abuse relating to a person’s race, age religion, color, national origin, ancestry, sex, physical or mental handicap or medical condition. The League is committed to calling out behavior that creates an intimidating, hostile, or offensive environment.**

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The League’s core values are justice, respect, fairness, and human dignity. We work to improve the quality of life. We are committed to serving people regardless of socioeconomic status, race, nationality, or country of origin, incarceration, gender expression, sexuality, ethnicity, disability, or religion. We are accountable to our communities and must stay true to our core values.

Therefore, League directors must commit to behavior that recognizes dignity. The League will not tolerate sexual harassment\* or other unlawful or unwelcome discriminatory behavior. A director may not harass, intimidate, or bully other members or public employees, disclose confidential information, post embarrassing photos or disparaging comments about members or public employees.

Conduct disruptive to the functioning of the League includes improper solicitation or interactions disrespectful of others. We are committed to providing an environment that is free of discrimination and harassment. Actions, words, jokes, or comments based on an individual's sex, sexual orientation, gender identity, race, ethnicity, age, religion, or any other legally protected characteristic will not be tolerated. In addition, actions, words, jokes, or comments based on an individual's appearance or any other personal characteristic not legally protected will also not be tolerated.

Any director who becomes aware of possible sexual or other unlawful harassment should report the behavior to the Board President, who will conduct a prompt investigation that will be kept as confidential as possible. Individuals may raise concerns and make reports without fear of reprisal. The Board will act in the best interest of the League toaddress the complaint and may take disciplinary action up to and including termination from service as a director or officer.

LWVNM will provide sexual harassment training annually.

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Sexual Harassment Definition

Sexual harassment is any unwanted behavior of a sexual nature. Sexual harassment includes unwelcome sexual advances and other verbal or physical conduct of a sexual nature that interferes with an individual’s work or creates an intimidating, hostile, or offensive environment.

Machen, 1/15/20