



Anti-Harassment/Anti-Discrimination Policy

Pheasant Run Club, including its affiliated entities will not engage in or tolerate any form of harassment or discrimination directed at its employees, members or guest either in its place of business (2912 New Albany Road, Cinnaaminson, NJ 08077) or at any other like swim club. This includes not only sexual harassment or sexual discrimination but also harassment on the basis of any other legally protected classification, such as race, color, sexual orientation, gender identity, national origin, citizenship, marital status, veteran status, disability, age or religion.

By way of illustration the following are some examples of behaviors and/or communications which are inappropriate and as such prohibited, regardless of whether they are illegal as they may contribute towards creating an intimidating, hostile or offensive environment:

- Requiring sex as a condition of employment or membership or punishing any person with regard to any term of employment or membership because he or she did not submit to sexual advances.
- Pictures, photos, cartoons, web sites, jokes, slurs, profanity, epithets, nicknames, conversations, questions, objects, symbols, imitations and other communications/behaviors which reflect negatively upon, stereotype or disparage any legally protected group (for example only, age, race and national origin)
- Frequent and/or inappropriate comments on appearance; repeated requests for dates; excessive and/or inappropriate and/or unwelcome touching; unwelcome flirtations; and other inappropriate behaviors and/or communications of a sexual, suggestive or biased nature

Any employee or member who believes that he or she has been subject to acts of harassment or discrimination is strongly advised to report it promptly. A report can be made to the Club Manager (Kathy Ungvarsky, manager@prflyers.com) or the Club President (Roger Wilson, president@prflyers.com) or any other member of the Board of Governors that they feel most comfortable speaking to.

When a report is received the Club will undertake a prompt, thorough and impartial investigation as appropriate under the circumstances. Confidentiality will be maintained throughout the investigation process to the extent practical and consistent with the need to complete a thorough investigation. The Club will neither engage in nor tolerate retaliation against any individual who makes a report of retaliation or discrimination or participates in an investigation. Members or employees found to have engaged in harassment or discrimination or other inappropriate conduct (even if not illegal) will face disciplinary action up to and including dismissal or having their membership revoked.

July 2014

Roger Wilson
President Pheasant Run Club