

## **Discrimination, Harassment, and Sexual Harassment**

The Community Meal is a family friendly environment. It is a place where all neighbors are welcome to eat lunch together. It is also a place where everyone should respect one another. Therefore, discrimination and harassment including sexual harassment will never be tolerated.

### **Discrimination** is...

Disparate treatment directed toward an individual or group based on race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age (40 and over), marital status, sexual orientation, gender identity, status as a U.S Veteran (disabled, Vietnam, or other) etc.

### **Harassment** is...

- written or verbal abuse
- threats
- unwelcome remarks
- inappropriate jokes or suggestions
- offensive behaviors or gestures
- inappropriate physical contact
- vandalism of personal property

### **Sexual harassment** is...

Sexual harassment can occur whenever somebody says or does something sexually related that you don't want them to say or do, regardless of who it is.

- unwanted touching (touching that the individual did not consent to)
- unwanted and offensive comments (this includes cat-calls, jokes, solicitation, etc.)

### **What to do ...**

Any person experiencing harassment should report it immediately to an individual they feel safe telling and ask for help. It is strongly encouraged that you tell one of the Community Meal volunteers who attend regularly. **They will ask the person to leave immediately. Anyone participating in harassment or sexual harassment must leave immediately for the day. If the behavior is repeated they will be banned from the Community Meal.**

**Sexual harassment and discrimination are not tolerated at the Community Meal.**