

BLUE WATER FOUNDATION POLICY ON SEXUAL HARRASSMENT

BLUE WATER FOUNDATION is committed to providing an activity environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. Actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, sexual orientation, or any other legally protected characteristic will not be tolerated. Part of the certification process for new volunteers is to familiarize themselves with this policy and to view our training video on our website as to avoidance of sexual harassment.

Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser. The following is a partial list of sexual harassment examples:

- * Unwanted sexual advances.

- * Offering employment benefits in exchange for sexual favors.

- * Making or threatening reprisals after a negative response to sexual advances

- * Visual conduct that includes leering, making sexual gestures, or displaying of sexually suggestive objects or pictures, cartoons or posters.

- * Verbal conduct that includes making or using derogatory comments, epithets, slurs, or jokes.

- * Verbal sexual advances or propositions.

- * Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes, or invitations.

- * Inappropriate physical conduct that includes touching, assaulting, or impeding or blocking movements.

Unwelcome sexual advances (either verbal or physical), requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of participation in Blue Water activities; (2) submission or rejection of the conduct is used as a basis for making staffing or training decisions; or, (3) the conduct has the purpose or effect of interfering with performance or creating an intimidating, hostile, or offensive environment.

If you experience or witness sexual or other unlawful harassment during a Blue Water activity, report it immediately to one of the persons listed at the end of this memo ("Contact Person".) If the Contact Person is unavailable or you believe it would be inappropriate to contact that person, you should immediately contact the President of the Foundation or either the Secretary or Treasurer of the Foundation.

All allegations of sexual harassment will be quickly and discreetly investigated by a committee created for that purpose. To the extent possible, your confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. When the investigation is completed, you will be informed of the outcome of the investigation.

Any volunteer who becomes aware of possible sexual or other unlawful harassment should immediately advise the Contact Person so it can be investigated in a timely and confidential manner. Any volunteer who engages in inappropriate conduct may be refused further involvement with BLUE WATER FOUNDATION.

It is understood that sailing is a social and informal environment and that the formality of an office is not to be expected in that setting and that light hearted comments are common and not to be interpreted as hostile much of the time. Further, a vessel underway has significant movement which can lead to both accidental touching and touching necessary to ensure the safety of crew or guests. That said, each volunteer should be able to enjoy him or herself in an environment free from harassment or intimidation.

INTERACTION WITH GUESTS AND STUDENTS:

BLUE WATER FOUNDATION is a steward of the students and children who attend our sails and takes seriously its duty to provide to them a safe and enjoyable sailing and learning experience. Each volunteer is to understand that social interaction with any student or minor off the vessel is discouraged and not to be undertaken without the express consent of the teacher or sponsor of the student and his or her parents.

Once a student attains the age of eighteen that student is, of course, free to socialize with whoever he or she wishes. Nevertheless, it is highly recommended that such socialization not occur without prior notice and consent of the parents of the student as well as notice to the President of the Foundation.

Under no circumstances is any volunteer to meet with any student or child in a nonpublic setting. No dating of any student is allowed. No inappropriate touching of any student or child is allowed.

These restrictions apply whether or not the child or student has expressed an interest in socializing with the volunteer.

If a volunteer has a desire to meet with a student or child off the vessel for training or educational purposes, that volunteer should contact the President or Secretary of the Foundation to discuss the purpose and nature of the off vessel meetings prior to arranging any such meeting. Further, both the institution that brought the child or student to the vessel and his or her parents must consent in advance by writing or e mail.

When on board vessels, volunteers should avoid being below alone with a child or student for any prolonged period of time absent appropriate sailing or educational purposes.

CERTIFICATION:

Each certified crew is to indicate to the certifying captain that he or she has read this memo and understands it.

STEPS TO REPORT HARASSMENT:

NOTIFY contact person. As of this printing in 2016 it is either Bill Mania at bill@bluewaterfoundation.org or April Bell at April@TreeOfLifeLegacies.com.

INVESTIGATION:

The complaint will be initially screened by April or Bill who will report it to the Board who will create an investigative committee who will speak to the persons involved, witnesses involved and make a recommendation to the Board.

RESOLUTION:

No Wrong Doing Found:

Efforts are made to get both parties on the same page, IF the complainant is amenable to that conversation.

Wrong Doing Found:

Offending volunteer is expelled from organization.

Efforts are made to get victim any assistance he or she may require to resolve the issue fully with themselves and our organization.