

## **FRIENDS OF THE BROADWAY THEATRE**

### **SEXUAL HARASSMENT POLICY**

The Board of Directors is committed to maintaining an environment free of conduct which degrades or oppresses others, including conduct that sexually humiliates individuals.

#### Definition and Statutory Reference

Harassment on the basis of sex is discrimination in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. Sec. 2000e. In addition, sexual harassment by any individual may constitute assault, sexual assault, public lewdness, or indecent exposure under state law.

**It is a violation of the Friends of the Broadway Theatre Policy for anyone associated with the theatre, or any employee or contractor of the theatre to engage in sexual harassment, as defined in the Michigan Civil Rights Act as follows:**

" ...Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when:

- Submission to such conduct or communication is made a condition either explicitly or implicitly to obtain employment, public accommodations, or public services, education or housing.
- Submission to or rejection of such conduct or communication by an individual is used as a factor in decisions affecting such individual's employment, public accommodations, or public services, education or housing.
- Such conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive employment, public accommodations, public services, educational, or housing environment."

#### Examples of Behaviors that Can Constitute Sexual Harassment

- Offensive sexual flirtations, suggestive comments and sexual innuendo
- Unwanted physical contact, advances or propositions
- Unwelcome touching of a sexual nature, pinching, intentional brushing of the body
- Insults or verbal abuse of a sexual nature
- Graphic verbal commentaries about a person's body
- Sexually degrading words which describe a person
- Humor and jokes about sex or gender specific traits
- Display of sexually suggestive objects or pictures not associated with an approved performance
- Non-verbal, suggestive or sexually insulting actions such as leering, whistling, suggestive sounds or obscene gestures
- Sexual assault or coerced sexual acts

### Responsibilities of the Board of Directors

Members of the Board of Directors have a special responsibility for implementing the Sexual Harassment Policy. When members observe behaviors which violate this policy, they have a responsibility to address the situation. If an individual brings a complaint or report to the attention of member, it is the member's duty to take appropriate action. The member should report all concerns, cases and complaints to the Board of Directors even if there has been satisfactory resolution. Instances will be handled in a timely and confidential manner.

### Consequences

Violation of this policy can result in individuals not being allowed to volunteer in theatre activities, perform in productions, or work for the theatre in any capacity.