

# Rainier Symphony

## Policy – Anti-Harassment

Adopted 7/1/14; Last revised 8/12/14

Rainier Symphony is committed to providing an environment which fosters dignity, understanding, and mutual respect, and that embraces diversity. For these reasons the Symphony is committed to providing a harassment-free experience for everyone regardless of gender, sexual orientation, race, ethnicity, national origin, disability, age, or religion.

Harassment in any form will not be tolerated. Harassment is unwelcome or hostile conduct that intimidates, creates discomfort, or otherwise discourages participation or opportunity for participation. Harassment may include the use of abusive or degrading language, intimidation, stalking, harassing photography or recording, inappropriate physical contact, sexual imagery and unwelcome sexual attention. Individuals violating these standards may be sanctioned or excluded from further participation.