

BOCA RATON AMATEUR RADIO ASSOCIATION (BRARA)

COMMUNITY – COMMUNICATION – LEADERSHIP

DISCRIMINATION AND HARASSMENT POLICY

Amateur Radio is a popular hobby and service that brings people, electronics and communications together. It is enriched by and enjoyed by individuals from all traditions, heritages, backgrounds and experiences. It is the policy of BRARA that it does not discriminate or harass on the basis of race, age, color, sex, national origin, physical or mental disability, or religion. Furthermore, it does not condone harassment or discrimination in membership or by members on the basis of race, color, religion (creed), gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in any of its activities or operations. Unwanted personal contact with, and unwelcome advances, are also not acceptable conduct and may constitute harassment.

Issues of discriminatory treatment, harassment, or intimidation may be reported to any officer of BRARA, who shall keep the matter confidential, and within 30 days bring said report or issue to the attention of the Board of Directors of BRARA. If substantiated, prompt action shall be taken which may include a verbal reprimand, suspension or termination of membership by the Board. The report shall be in writing, dated and signed by the person bringing the issue to the attention of BRARA. Both the individual making the report and the person accused of inappropriate behavior shall be treated with respect and the matter shall be kept confidential pending action by the Board of Directors. A bad faith complaint may be considered an act of harassment.

Nothing in this policy shall be construed to prevent any individual from pursuing any other lawful remedy.