

Austin Basketball Officials Association
Sexual Harassment Policy
(Adopted April 6, 2022)

Austin Basketball Officials Association (ABOA) is committed to providing a workplace that is free from sexual harassment. When an allegation of sexual harassment is made, ABOA will take prompt and appropriate corrective action. All matters concerning sexual harassment shall be processed in accordance with the following guidelines.

Section 1 -- Sexual Harassment Defined:

1. Unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature constitute sexual harassment.
2. Unwelcome examples of sexual harassment include, but not limited to:
 - a. Sexual pranks, or repeated sexual teasing, jokes, or innuendo in person, email, text or other form(s) of electronic media.
 - b. Verbal abuse of a sexual nature.
 - c. Touching or grabbing of a sexual nature.
 - d. Changing clothes or disrobing with members of the opposite sex.
 - e. Repeatedly standing too close to or brushing up against a person.
 - f. Repeated asking a person to socialize during non-game hours. ABOA officials shall not pressure their partners to socialize.
 - g. Posting sexually demeaning or offensive pictures, cartoons, or other materials in any social media referring to officials.
 - h. Unwelcome conduct of a sexual nature that affects game assignments.

Section 2 -- Member Responsibilities:

1. Member(s) who believes he or she has been the target of sexual harassment is encouraged to inform the offending person orally or in writing that such conduct is unwelcome and offensive and must stop.
2. Members will report unwelcome conduct as soon as possible to their Division Representative.
3. In the event the division representative is the focus of the offense, the offended member will report the unwelcome conduct to the chair of the Ethics and Disciplinary Committee Chair (State Association Representative).
4. The contact information for chapter Division Representatives and Ethics and Disciplinary Committee Chair (State Association Representative) can be found on the ABOA website or ABOA's scheduling software.

Section 3 -- Division Representative Responsibilities:

1. The Division Representative will be an advocate for the division member during this process.
2. The Division Representative shall inform the Ethics and Disciplinary Committee Chair (State Association Representative) and the three Chapter Presidents and Secretary within 24 hours of being notified of the report of sexual harassment.

Section 4 -- Ethics and Disciplinary Committee and Chair Responsibilities:

The Ethics and Disciplinary Committee Chair will be the main contact point for sexual harassment allegations. The Ethics and Disciplinary Committee has the responsibility for investigating and recommending disciplinary actions to the Executive Committee (EC), if any.

1. The Ethics and Disciplinary Committee will seek to protect the identities of the alleged victim and harasser.

2. The Ethics and Disciplinary Committee will take necessary steps to protect those officials who in good faith report incidents of potential sexual harassment from retaliation.
3. The investigation:
 - a. The Ethics and Disciplinary Committee Chair will initiate an investigation to determine whether there is a reasonable basis for believing that the alleged violation of this policy occurred.
 - b. If deemed necessary by the Ethics and Disciplinary Committee, the complainant and the respondent will be separated during the course of the investigation by ensuring they are not assigned to games at the same location on the same night.
 - c. During the investigation, the Ethics and Disciplinary Committee and if appropriate legal counsel, will interview the complainant, the respondent, and any witnesses to determine whether the alleged conduct occurred.
4. The Ethics and Disciplinary Committee Chair will dispose of each allegation within 30 days of receipt of jurisdiction unless the EC authorizes an extension of the investigation period.
5. At the conclusion of the investigation, the Ethics and Disciplinary Committee Chair shall provide a written report of their findings and recommendation of discipline, if any, to the EC in a reasonable amount of time.

Section 5 -- Executive Committee Responsibilities:

The EC will have jurisdiction of sexual harassment allegations after being provided with a written report from the Ethics and Disciplinary Committee Chair.

Upon receipt of the Ethics and Disciplinary Committee Chair's written report, the EC shall meet within 21 days to review the report and any disciplinary recommendations, if any..

The EC will consider the following factors as they determine the appropriate action:

- a. the Ethics and Disciplinary Committee's recommendations;
- b. the severity, frequency and pervasiveness of the conduct;
- c. prior complaints made by the complainant;
- d. prior complaints made against the respondent; and
- e. the quality of the evidence (e.g., firsthand knowledge, credible corroboration).

Section 6 -- Retaliation

No hardship, loss, benefit or penalty may be imposed on a member in response to:

- Filing or responding to a bona fide complaint of harassment.
- Appearing as a witness in the investigation of a complaint.
- Serving as an investigator of a complaint.

Lodging a bona fide complaint will in no way be used against the reporting member or have an adverse impact on the individual's membership status in ABOA. However, filing groundless or malicious complaints is an abuse of this policy and will be treated as a violation.

Any person who is found to have violated this aspect of the policy will be subject to discipline up to and including termination of ABOA membership.