

1.0 **Policy Against Sexual Harassment**

CBA is committed to provide an environment that is pleasant, productive and free from discrimination. Harassment of any nature should not be tolerated by members and will not be tolerated by CBA. This is true regardless of who is engaging in the offensive conduct.

1.1 **Definition**

Sexual harassment is an issue of particular importance. It is against CBA policy and against the law. Sexual harassment is defined as unwanted sexual advances, or visual, verbal or physical contact 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 a harasser; the following is a partial list:

- Unwanted verbal or physical sexual advances or propositions.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual conduct: leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons or posters.
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes, or invitations.
- Physical conduct: touching, assault, impeding or blocking movements.

1.2 **Member Conduct**

No form of harassment is appropriate behavior.

1.3 **Responsibility**

CBA considers its policy against harassment an important one, and one which applies to every member.