

APPROVED February 5, 2023

CALSA NON-HARASSMENT POLICY

The California Association of Latino Superintendents & Administrators ("CALSA") is a professional association of educational leaders committed to engage all of its members, invited attendees and participants, and supporters, partners, vendors (hereinafter "supporters") and CALSA's employees and contracted staff, in a safe, diverse, inclusive, welcoming and belonging environment at all of our meetings, programs, activities and events that are free from harassment. Specifically, CALSA prohibits harassment in its programs, events, activities, and operations.

CALSA's Board members, its employees and contracted staff, agents and volunteers, as well as its members, invited attendees and participants, supporters, and any paid or unpaid, registered or not registered, attendee, participant or guest of any of these individuals or entities are required to adhere to CALSA's non-harassment policy.

Prohibited unlawful harassment on the basis of sex, race or any other protected classifications includes, but is not limited to:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or other inappropriate or offensive comments;
- Visual conduct such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings, gestures or electronic media transmissions;
- Physical conduct such as unwanted touching, blocking normal movement or interfering with work, rising up to and including assault, because of sex, race or any other protected classifications; and
- Implicit or explicit threats and/or demands to submit to sexual requests in exchange for or as a condition of participation or continued participation, or to avoid some other loss, including becoming or retaining a CALSA membership, participation in CALSA sponsored events, activities or other programs, or access to some other CALSA member benefit.

Consistent with CALSA's Non-Discrimination Policy, if the CALSA Board of Directors determines that unlawful discrimination or harassment has occurred, the Board may revoke or suspend membership, remove directors from the Board, discipline employees, discontinue volunteer services, terminate agreements with supporters, deny access and /or participation to events, programs and/or activities to anyone who violates CALSA's non-discrimination and harassment policy in connection with any CALSA, event, meeting, or transaction, regardless of their status as a member, member of the Board of Directors, employed, contracted or volunteer staff, supporter, partner, vendor, as well as deny registration to or continued attendance at any event or activity to any paid or unpaid, registered or not registered, attendee, participant or guest of any of these individuals or entities. Such actions will be determined by the Board in its

sole discretion. Additionally, the Board delegates authority to its Executive Director(s), or designee, in consultation with the Board President and/or legal counsel, to take any reasonable and immediate mitigating steps to deter and/or prevent any further or potential discrimination or harassment, before the Board is informed of the circumstance and take effective action commensurate with the severity of the offense.

Members, invited attendees and supporters who believe they have been subjected to any kind of discrimination that conflicts with the CALSA's Non-Discrimination and/or Non-Harassment policy at any event, program or activity related to a CALSA initiative, may seek assistance from any Executive Officer of the CALSA Board or Executive Director(s).

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