

## **Snohomish County Volunteer Search and Rescue (SCVSAR) Discrimination and Harassment Policy**

### **Purpose:**

Identify types of Discrimination and Harassment that SCVSAR will not participate in or tolerate.

### **Definitions:**

- Discriminate: to unfairly treat a person or group of people differently from other people or groups.
- Harassment: to annoy or bother someone in a constant or repeated way.
- Bullying: use of superior strength or influence to intimidate, typically to force someone else to do what one wants.

### **Procedures:**

- SCVSAR and its members will not discriminate against anyone on the basis of retaliation, age (greater than 40), race, national origin, creed, color, sex, genetic information, pregnancy, marital status, sexual orientation, gender identity, disability, honorably discharged veteran or military status, or use of a trained dog guide or service animal by a person with a disability. This list is based on current law, and is intended to follow societal norms as laws are adjusted in the future.
- SCVSAR and its members will not participate in or tolerate harassment, including sexual harassment.
- SCVSAR and its members will not participate in or tolerate bullying.