



POLICY

Harassment Policy

Approved by **Striders Board of Directors**

Revision	Proposed by	Adopted On	Description
2024.1	Kofi Burney	15th October 2024	Original policy.

Houston Striders Mission

“Houston Striders Inc. is a non-profit, citywide running club organized to support the fitness and training goals of runners and walkers at all levels, while promoting resources, education, networking and fellowship through a variety of programs, events and volunteer opportunities.”

Member of Road Runners Club of America (RRCA)

HARASSMENT POLICY

1. Purpose

The Houston Striders Running Club is committed to providing a safe, inclusive, and respectful environment for all members, volunteers, and participants. Harassment of any kind, whether verbal, physical, or online, will not be tolerated. This policy outlines the club's expectations and procedures for addressing harassment.

2. Scope

This policy applies to all members, participants, volunteers, and any other individuals involved in Houston Striders activities, events, or communications, including but not limited to:

- Group runs
- Social events
- Club meetings
- Online interactions (including social media, emails, and other forms of communication)

3. Definition of Harassment

Harassment includes, but is not limited to, the following behaviors:

- **Verbal Harassment:** Offensive or inappropriate comments, jokes, slurs, or threats based on race, gender, sexual orientation, religion, age, disability, or any other protected characteristic.
- **Physical Harassment:** Unwanted physical contact, including touching, hitting, or intimidating gestures.
- **Sexual Harassment:** Unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
- **Bullying and Intimidation:** Repeated aggressive behavior intended to intimidate or humiliate others, including spreading rumors, undermining someone's work or efforts, or excluding individuals from activities.
- **Online Harassment:** Any of the above behaviors conducted via digital communication platforms, including social media, email, or messaging apps.

4. Reporting Procedures

Any member who experiences or witnesses harassment should report the incident as soon as possible. Reports can be made to any of the following:

- **Club President:** president@houstonstriders.org
- **Club Vice President:** vp@houstonstriders.org

Reports can be made anonymously if desired. All reports will be handled confidentially to the extent possible, and retaliation against anyone making a report in good faith is strictly prohibited.

5. Investigation and Response

Upon receiving a report of harassment, the club leadership will take the following steps:

1. **Acknowledge Receipt:** The person making the report will receive confirmation that their report has been received.
2. **Investigation:** The club leadership will conduct a thorough and impartial investigation, which may involve speaking with the parties involved and any witnesses.
3. **Resolution:** Based on the findings of the investigation, the club will take appropriate action, which may include a warning, suspension, or termination of membership for the individual found responsible for harassment.
4. **Communication:** The outcome of the investigation and any actions taken will be communicated to the person who made the report, as well as the individual against whom the complaint was made, where appropriate.

6. Retaliation

Retaliation against any individual who reports harassment or participates in an investigation is strictly prohibited. Anyone found to be engaging in retaliation will be subject to disciplinary action.

7. Review and Updates

This policy will be reviewed annually by the club leadership to ensure its effectiveness and relevance. Any necessary updates will be made to reflect changes in the law or club practices.

Conclusion

The Houston Striders Running Club believes that every member has the right to enjoy a harassment-free experience. We are dedicated to promoting a safe, welcoming, and supportive environment for everyone involved in our club