



NGJA Position on Harassment and Discrimination

The NGJA favors diversity in its membership and pledges not to discriminate against its members based on race, ethnicity, gender, sexual orientation, or age. The NGJA will not tolerate harassment of any kind, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability or any other characteristic protected by state, federal or local employment discrimination laws.

NGJA Harassment and Discrimination Prevention Policy (hereinafter, “Policy”)

The National Gymnastics Judges Association, Inc. (NGJA) is committed to creating and maintaining an environment in which all individuals are treated with respect and dignity. Each individual has the right to participate as a judge or competitor in a professional atmosphere that promotes equal opportunities and prohibits discriminatory practices, including harassment. Therefore, the NGJA expects: (a) that all relationships among NGJA members generally, at all NGJA functions, competitions, or training sessions where NGJA members are present, will be business-like and free of bias, prejudice, discrimination, and harassment; and (b) all activities of the NGJA, including, but not limited to, competition assignments, committee assignments and participation, and judge certification course participation be free of unlawful discrimination.

In order to keep its commitment to the prevention of harassment and discrimination, the NGJA maintains a strict policy of prohibiting unlawful harassment or discrimination of any kind, including sexual harassment and harassment or discrimination based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability or any other characteristic protected by state, federal or local employment discrimination laws. This policy applies to all NGJA members, including officers and to non NGJA members who engage in unlawful harassment or discrimination related in any way to an NGJA function (e.g., training or education sessions, gatherings sponsored by the NGJA, etc.)

NGJA members who violate any part of this policy are subject to discipline up to, and including, the immediate and permanent discharge as an NGJA member.

Specific to sexual harassment, examples include, but are not limited to, making unwanted sexual advances and requests for sexual favors where:

- Submission to such conduct is made an explicit or implicit term or condition of gaining a judging assignment or other preferred activity or advancement in the NGJA;
- Submission to or rejection of such conduct by an individual is used as the basis for decisions related to judging assignments or other preferred activity or advancement in the NGJA; or

- Such conduct has the purpose or effect of substantially interfering with an individual's work/judging/testing performance or creating an intimidating, hostile, or offensive working/judging/testing environment.

Examples of unlawful harassment include, but are not limited to:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations, or comments;
- Visual conduct such as derogatory and/or sexually oriented posters, photography, cartoons, drawings, e-mail and faxes, or gestures;
- Physical conduct such as assault, unwanted touching, blocking normal movement or interfering with a member's NGJA activities directed at that NGJA member because of their sex or other protected characteristic;
- Threats and demands to submit to sexual requests in order to keep or obtain judging assignments, avoid some other loss, or offers of preferential benefits in return for sexual favors; and
- Retaliation for having reported or threatened to report unlawful harassment.

Any NGJA member or other person who believes he or she has been harassed by an NGJA member, NGJA officer, an agent of the NGJA, or by a non NGJA member in violation of this Policy while a member is performing judging or other activities as representative of the NGJA or who has been discriminated against in violation of this Policy by an NGJA member or NGJA officer should promptly report the facts of the incident or incidents and the names of the individual(s) involved to his or her NGJA Region Director, or in the alternative, to a national officer of the NGJA. The person receiving such a complaint on behalf of the NGJA will immediately refer the complaint to the NGJA Legal Director who thereafter in a timely manner will undertake a thorough, objective, and good faith investigation of the harassment allegations. The NGJA Legal Director may engage any other officers of the NGJA or outside resources to complete an investigation of a reported complaint.

Once the required investigation is completed, the NGJA Legal Director will make a confidential report to a sub-committee of the NGJA made up of up to five Governing Board members selected by the NGJA Legal Director. If the convened NGJA sub-committee determines that harassment or discrimination has occurred in violation of this Policy, effective remedial action will be taken in accordance with the circumstances involved. Any NGJA member determined by the NGJA to be responsible for harassment or discrimination in violation of this Policy will be subject to appropriate disciplinary action up to, and including, immediate and permanent discharge as an NGJA member.

NGJA members will not be retaliated against for filing a complaint and/or assisting in a complaint or investigation process. Further, the NGJA will not tolerate or permit retaliation by officers or other NGJA members against any complainant or anyone assisting in a harassment investigation.

Further, the Federal Equal Employment Opportunity Commission and/or an official agency in the state where an NGJA member resides may investigate and prosecute complaints of prohibited harassment against members of organizations such as the NGJA. If an NGJA member believes they have been harassed or discriminated against,

or have been retaliated against for resisting or complaining, that member is free to file a complaint with the appropriate agency in addition to exhausting the NGJA complaint procedure described above.

NGJA Member Acknowledgement

By accepting membership in the NGJA, each NGJA member acknowledges that they have received, seen, or have access (through www.NGJA.org) to a copy of this Policy to prevent harassment and discrimination.

Each NGJA member is expected to read, understand, and adhere to this Policy.

If an NGJA member has questions regarding the contents of this policy, they should seek answers from their Region Director or the NGJA Legal Director.