

Connect 4 Life Harassment Policy

Introduction

Connect 4 Life is dedicated to maintaining a work and community environment that is free from harassment of any kind. We recognize the importance of fostering a culture of respect, dignity, and professionalism. This policy outlines our commitment to preventing and addressing harassment within our organization.

1. Scope

This policy applies to all individuals associated with Connect 4 Life, including staff, volunteers, board members, beneficiaries, and stakeholders.

2. Definition of Harassment

Harassment is defined as any unwelcome conduct, communication, or behavior—whether verbal, written, physical, or visual—that creates an intimidating, hostile, or offensive environment. Harassment may be based on, but is not limited to, race, color, religion, gender, sexual orientation, disability, or any other protected characteristic.

3. Zero Tolerance

Connect 4 Life has zero tolerance for harassment. Any form of harassment, including sexual harassment, bullying, or discrimination, will not be tolerated.

4. Reporting Mechanism

Individuals who experience or witness harassment are encouraged to report it promptly to a designated contact person. The reporting process will be confidential, and there will be no retaliation against those who report in good faith.

5. Investigation and Action

All reports of harassment will be promptly and thoroughly investigated. Appropriate corrective action will be taken, ranging from education and counseling to disciplinary measures, up to and including termination of the responsible party's association with Connect 4 Life.

6. Confidentiality

Connect 4 Life is committed to maintaining confidentiality to the greatest extent possible during the investigation process, while ensuring a thorough and effective response.

7. Prevention and Training

Connect 4 Life will provide regular training to staff, volunteers, and board members to prevent harassment, promote awareness, and foster a respectful workplace culture. This includes educating individuals on what constitutes harassment and how to prevent it.

8. Policy Dissemination

This policy will be communicated to all individuals associated with Connect 4 Life upon commencement of their involvement and will be made readily available through official channels.

9. Community Awareness

Connect 4 Life will actively engage with its community to raise awareness about the importance of preventing harassment, encouraging a culture of respect, and promoting bystander intervention.

10. Continuous Improvement

Connect 4 Life is committed to regularly reviewing and updating this policy to reflect evolving best practices and the changing needs of our organization.

Through the implementation of this Harassment Policy, Connect 4 Life aims to create a safe and inclusive environment where individuals can work, volunteer, and benefit from our programs free from the impacts of harassment.