

Know Your Rights!

Anti-Harassment & Anti-Discrimination Policy

Volunteers **are protected** from harassment and discrimination and **are prohibited** from harassing and discriminating against others.

All THPRD employees and volunteers are responsible for creating a workplace that is free of violence and harassment.

Harassing and discriminatory conduct includes but isn't limited to:

- Unwelcome physical contact;
- Insults or comments;
- Threatening or intimidating acts;
- Jokes; and/or
- Written or graphic material

based on gender, gender identity, race, ethnicity, national origin, age, ability level, or any other protected characteristic.

Sexual harassment includes but isn't limited to:

- Unwelcome physical contact;
- Threats or offers in exchange for sexual contact;
- Obscene comments or innuendo; and/or
- Gestures & eye contact.



If you experience or observe harassment, discrimination, or retaliation, tell someone!

- Your supervisor
- Any THPRD supervisor
- THPRD's Volunteer Services team
- Incident report form at <http://www.thprd.org/connect/volunteer>
- THPRD's Human Resources team at humanresources@thprd.org or (503) 614-1200

Your report will be investigated, and action will be taken to prevent harassment or discrimination in the future.

Thank you for helping keep THPRD a great place to volunteer!