

**ETRC Harassment Rule**  
**Approved: September 27, 2018**  
**Updated March 16, 2019**

**Harassment** in the legal sense, is behavior that appears to be disturbing or threatening.

**Sexual harassment** refers to persistent and unwanted sexual advances, typically in the workplace, where the consequences of refusing are potentially very disadvantageous to the victim. This comes in many different forms such as spoken, written, text, email, and physical.

Generally, **criminal harassment** entails intentionally targeting someone else with behavior that is meant to alarm, annoy, torment or terrorize them. Harassment charges can range from a misdemeanor to high level felony charges.

**Bullying** is a pattern of mistreatment from others that causes either physical or emotional harm. It can include such tactics as verbal, nonverbal, psychological, physical abuse and humiliation.

**Racism** is the belief in the superiority of one race over another, which often results in discrimination and prejudice towards people based on their race or ethnicity. As of the 2000s, the use of the term “racism” does not easily fall under a single definition.

**Bigotry** is a person who is obstinately or intolerantly devoted to his or her own opinions and prejudices. Especially: one who regards or treats the members of a group (such as a racial or ethnic group) with hatred and intolerance.

**Prejudice** comes in many forms and causes different kinds of discrimination.

Gender

Racial (Ethnic /Minority)

Immigrants, refugees, and Gypsy Populations

Age

Sexual Orientation

Class Disability

ALL of the behaviors listed are wrong and do not belong at ETRC.

**IF/WHEN** a member is caught practicing/participating in any of the listed offences that member will be asked to immediately vacate the barn and membership will be revoked with

majority board approval. This is EXTREME conduct not becoming a member and will not be tolerated at all.

### **REGARDING BULLYING:**

- the following procedure should be followed –

At the first occurrence of behavior that a member perceives as being bullied by another member(s), that member should report the incident to a board member, in writing (email or text is acceptable), as soon as possible. The board member will then inform the rest of the board. The board will then be aware of the situation and can be alert to any further occurrences. If there is a second occurrence this should also be reported to a board member in writing as soon as possible by the member being bullied or any other member who witnessed the occurrence. A closed meeting of the board will be called with all members involved as soon as possible, including witnesses. The member(s) doing the bullying will be put on notice. If there is a third occurrence the member doing the bullying will be dismissed from the barn and their membership revoked immediately with majority board approval. No refund of membership fees will be given. *(updated March 21, 2019)*

We, the Board, **WILL NOT** stand for this kind of treatment of club members, visitors, or guests.