



## **Anti-Harassment and Discrimination Policy**

Approved by: 2018-2019 Board of Directors

Effective date: May 8, 2019

Our Mission Statement states that the Professional Land Surveyors of Oregon "strives to maintain the highest degree of responsibility, ethical behavior and public perception possible."

*Discrimination would be inconsistent with who we are as an organization, and we prohibit discrimination in any form.*

PLSO is dedicated to providing a safe, hospitable, and productive environment for everyone who wishes to participate in PLSO activities, without regard to race, color, national origin, gender, sexual orientation, gender identity, marital status, religion, age, or disability. In the event a person with a disability needs accommodation to fully participate in our activities and/or receive our services, we will work together with that person toward inclusion and accommodation.

Harassment is a kind of discrimination, generally defined as conduct: (a) that is based on a person's race, color, national origin, gender, sexual orientation, gender identity, marital status, religion, age, or disability; and (b) that is hostile, offensive, or intimidating. *Harassment would be inconsistent with who we are as an organization, and we prohibit harassment in any form.*

All PLSO members and event attendees are responsible for ethical conduct and for helping build our stature as an inclusive, ethical and respectful association. This policy covers all PLSO activities including board, chapter and committee meetings, and the Annual Conference. This policy also covers related activities involving members acting in his/her official capacity as a PLSO volunteer.

If a participant engages in harassing behavior, PLSO leadership may take any action they deem appropriate, ranging from a simple warning to the offender to expulsion from future involvement in association activities. If we have reason to believe criminal activity has occurred, law enforcement will be contacted.

If an investigation is necessary, an uninvolved volunteer leader or third party will be appointed. During the investigation, privacy will be maintained to the extent possible (including maintaining the confidentiality of any temporary suspension, as referenced in the previous paragraph), except where it impedes PLSO's ability to conduct a thorough investigation. If an allegation or report is determined to be credible, or PLSO otherwise has reason to believe discrimination and/or harassment has occurred or is occurring, PLSO will take immediate action.

Retaliation against anyone for coming forward with a report, or cooperating with an investigation, is strictly prohibited and will result in termination of the membership of the responsible party.

If you experience harassment or discrimination, please contact the Executive Secretary at [execdirector@plso.org](mailto:execdirector@plso.org). If you have concerns about the Executive Secretary, contact the current year's Chairman of the Board.

In adopting this policy, PLSO is not making a determination about whether or not the organization qualifies a "place of public accommodation" governed by applicable law. Rather, PLSO voluntarily adopts this policy as a matter of principle, consistent with its commitment to operating ethically and responsibly.