

DISCRIMINATION AND HARASSMENT FREE ENVIRONMENT

Access Adventure /Rush Ranch is dedicated to providing a workplace free of harassment and discrimination based on gender, sexual orientation, race and religion. Our goal is to provide a fun and nurturing environment to all participants. This applies to all volunteer and paid staff. These rules are based on California Law (Code of regulations, Title 2). Individuals wishing to report a potential act of discrimination or harassment on Access Adventure properties or during the course of Access Adventure work offsite, can contact any member of the Access Adventure Executive Committee or the California Department of Fair Employment and Housing at (800) 884-1684.

The Fair Employment and Housing Act defines sexual harassment as harassment based on sex or of a sexual nature, gender harassment, and harassment based on pregnancy, childbirth, or related medical conditions. The definition of sexual harassment includes many forms of offensive behavior, including harassment of a person of the same gender as the harasser. The following is a partial list of types of sexual harassment:

- Unwanted sexual advances
- Offering employment benefits in exchange for sexual favors
- Actual or threatened retaliation
- Leering; making a sexual gesture; or displaying sexually suggestive objects, pictures, cartoons or posters
- Making or using derogatory comments, epithets, slurs or jokes
- Physically touching or assaulting, as well as impeding or blocking movements

VOLUNTEER NAME _____

VOLUNTEER SIGNATURE _____

DATE SIGNED: _____