

Amendment – Non-Discrimination Statement:

The Greater Columbia Fantasy Costumers' Guild Inc., (GCFCG) does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, membership, selection of volunteers and officers, and attendees at public events. We are committed to providing an inclusive and welcoming environment for all members, volunteers, guests, program attendees, and members of the public.

Amendment – Harassment Policy:

The Greater Columbia Fantasy Costumers' Guild Inc., (GCFCG) has adopted a zero-tolerance policy toward discrimination and all forms of harassment, including but not limited to sexual harassment. This policy means that no form of discriminatory or harassing conduct by or towards any member, volunteer, guest, or other person at our meetings or events will be tolerated. The GCFCG is committed to enforcing its policy at all levels within the GCFCG. Any officer, member, volunteer, or guest who engages in prohibited discrimination or harassment will be subject to discipline, up to and including immediate removal from guild events and activities, and revocation of position and/or membership depending on the severity of offense.

Conduct Covered by this Policy: This policy applies to and prohibits all forms of harassment and discrimination, not only sexual harassment. Accordingly, the GCFCG absolutely prohibits harassment or discrimination based on sex, age, disability, perceived disability, marital status, personal appearance, sexual orientation, race, color, religion, national origin, veteran status or any other legally protected characteristic.

Sexual Harassment: Because confusion often arises concerning the meaning of sexual harassment in particular, it deserves special mention. Often Sexual harassment may take many forms, including the following:

- Offensive and unwelcome sexual invitations, whether or not the person submits to the invitation, and particularly when a spoken or implied quid pro quo for sexual favors is a benefit of membership or continued membership.

- Offensive and unwelcome conduct of a sexual nature, including sexually graphic spoken comments; offensive comments transmitted by e-mail or another messaging system; offensive or suggestive images or graphics whether physically present or accessed over the Internet; or the possession of or use of sexually suggestive objects; and,

- Offensive and unwelcome physical contact of a sexual nature, including the touching of another's body; the touching or display of one's own body, or any similar contact.

Computer Messaging and Information Systems: Members are particularly cautioned that the use of e-mail, voice mail, or other electronic messaging systems, or the Internet under the auspices of officially sanctioned guild activities, may give rise to liability for harassment. Members in the execution of official GCGCG functions or acting a representative of GCF CG may not generate, should not receive, and must not forward, any message or graphic that might be taken as offensive based on sex, gender, or other protected characteristic. This includes, for example, the generation or forwarding of offensive "humor" which contains offensive terms. Members receiving offensive messages over the GCF CG's e-mail, website, social media or other channels and in such a manner as to appear to be sanctioned by the GCF CG, should report those messages to the President or other appropriate executive officer. Members are reminded that the GCF CG's e-mail, website, social media and the data generated on, stored in, or transmitted to or from the GCF CG's digital presences remain a part of the archive of the GCF CG. The GCF CG retains the right to monitor its e-mail, website, and social media to ensure compliance with this requirement.

Procedures in Cases of Harassment: Any GCF CG member who believes that she or he has been subjected to harassment of any kind has the responsibility to report the harassment immediately to the President. If the member is uncomfortable reporting the harassment to the President (whether because the President has committed the harassment, or for any other reason whatsoever), the member must report the harassment to the Vice-President or, if the member prefers, to another executive officer. The GCF CG is committed to taking all reasonable steps to prevent harassment, and will make every reasonable effort promptly and completely to address and correct any harassment that may occur. However, the GCF CG cannot take prompt and effective remedial action unless each member assumes the responsibility of reporting any incident of harassment immediately to an executive officer. Every report of harassment will be investigated promptly and impartially, with every effort to maintain confidentiality. The complainant and the accused will be informed of the results of the investigation. If the GCF CG finds that its policy has been violated, it will take appropriate corrective and remedial action, up to and including suspension / revocation of membership of offending officers or members, and/or similarly appropriate action towards offending volunteers, and guests.

Reporting Without Fear of Retaliation: No GCF CG member will be retaliated against for reporting harassment. This no-retaliation policy applies whether a good faith complaint of harassment is well founded or ultimately determined to be unfounded. No GCF CG officer, member, volunteer or

guest is authorized, or permitted, to retaliate or to take any adverse action whatsoever against anyone for reporting harassment, or for opposing any other discriminatory practice in the GCFCG chapter, at GCFCG events, or in officially sanctioned GCFCG communications or media.