

## **Legend: Live Action Roleplaying & Wargaming Inc.**

### **Sexual Harassment Policy**

**Policy Statement:** Sexual harassment is a serious offense and may also constitute a criminal matter. Legend is committed to maintaining a safe and respectful environment for all members. We encourage any member who believes they have been subject to sexual harassment to seek legal assistance as they see fit. There is no distinction between the Commonwealth of Virginia's definition of sexual harassment and Legend's definition.

**Definition of Sexual Harassment:** In accordance with Virginia law, sexual harassment is considered gender discrimination and is illegal. It encompasses unwanted sexual advances, requests for sexual favors, and verbal or physical actions of a sexual nature. Sexual harassment can occur regardless of gender, race, nationality, sexual orientation, or religion.

**Reporting Procedures:** Members may report suspected, witnessed, or experienced sexual harassment to the Administration Board through various channels. Reports can be made to the Vice President, any Knight of the Realm or Knight Bachelor, or via email at [legendprimesecretary@gmail.com](mailto:legendprimesecretary@gmail.com). The Administration Board will handle complaints within 30 days of receipt. However, they will not contact law enforcement unless deemed necessary or involving an underage participant.

**Investigation and Discipline:** Once a complaint is received, the Administration Board will investigate following the discipline matrix and guidelines outlined in the bylaws. The maximum disciplinary action for sexual harassment is a 6-event suspension and minor restrictions. Any further action requires an Althing vote, involving the entire membership.

**Rights of Members:** Members have certain rights within the club, including:

- The right to a fair and thorough process.
- The right to have the Vice President or a Knight present during inquiries or meetings.
- The right to have a member of the Circle of Knights appointed as a mediator and impartial observer.
- Protection from retaliatory efforts against good faith reports or complaints.

**Training Requirement:** Members serving as a member of the Administration Board, or a committee chair must watch an Administration Board-approved video on sexual harassment awareness and prevention. They must sign off to confirm that they have completed the training.

**Disclaimer:** Legend is an incorporated club and is not a law enforcement or legal organization. We are prohibited from taking legal actions against members in regard to sexual harassment. Therefore, members are encouraged to seek legal counsel or contact the authorities if necessary.

*This policy aims to provide a clear and concise framework for addressing sexual harassment within Legend while ensuring the protection and rights of all members. The training requirement ensures that those in leadership positions are equipped with the knowledge to prevent and address sexual harassment effectively.*