

## **The East Campus Community Organization No-harassment Policy**

The East Campus Community Organization (ECCO) does not tolerate any form of harassment related to race, color, sex, religion, national origin, age, citizenship status, disability, or handicap. For these purposes, the term harassment includes, but is not limited to: slurs, jokes, other verbal, graphic, or any physical conduct relating to an individual's race, color, sex, religion, national origin, age, citizenship status, disability, or handicap. Harassment includes sexual advances, requests for sexual favors, and other verbal, graphic, or physical conduct of a sexual nature.

This policy refers both to ECCO board members, committee chairs, committee members and any representatives of ECCO. ECCO encourages any person who feels that s/he is being harassed by any of the above persons based on race, color, sex, religion, national origin, age, citizenship status, or disability, to make these feelings known to a member of the ECCO Board.

The ECCO Board member or members to whom a report of harassment is made are required to immediately advise the full board of such report. The ECCO Board shall in closed session at the next board meeting, or sooner if deemed necessary, discuss the charge and take whatever action the board deems necessary to ensure compliance with this policy.