



Longer Version:

The Immigrant Story Anti-Discrimination and Anti-Harassment Policy

The Immigrant Story (TIS) prohibits discrimination and harassment to the same extent as if it were an employer under Oregon law. This policy defines these terms and provides a complaint procedure for volunteers or individuals attending TIS events or involved in TIS projects and activities who believe they have been subjected to prohibited conduct.

Discrimination and Harassment

TIS is committed to providing an environment free from unlawful discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, national origin, marital status, age, expunged juvenile record, performance of duty in a uniformed service or physical or mental disability, or any other characteristic protected by local law, regulation, or ordinance.

All individuals involved in fulfilling TIS's mission and work, including TIS officers and board members, artists, project and activity participants, other volunteers, and event attendees are entitled to a respectful and productive environment free from behavior, action, or language that constitutes harassment or discrimination. This applies to TIS-sponsored events, traveling on behalf of TIS, or conducting TIS business, regardless of location.

The policy prohibits any conduct in TIS programs or events that a reasonable person in the individual's circumstances would consider unwelcome, intimidating, hostile, threatening, violent, abusive, or offensive. This policy also prohibits any form of retaliatory action toward an individual for filing a complaint of discrimination or harassment, or for participation in an investigation of a complaint.

Harassment can be based on national origin, age, sex, race, disability, religion, sexual orientation, gender identity, or gender expression. It may also encompass other forms of unwelcome, hostile, intimidating, threatening, humiliating, or violent behavior that is not necessarily based on a legally protected class or status, but still prohibited by this policy.

Sexual harassment is a form of harassment and includes, but is not limited to, the following types of conduct:

- Unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature when such conduct is directed toward an individual because of that individual's sex and submission to such conduct is made either explicitly or implicitly a term or condition of participation in a TIS event or program.

- Unwelcome verbal or physical conduct that is sufficiently severe or pervasive to have the purpose or effect of creating a hostile, intimidating or offensive environment.

Sexual Assault

Unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat, or intimidation.

Prohibited Conduct

This policy prohibits conduct based on an individual's protected class status. Although by no means all-inclusive, the following examples represent prohibited behavior:

- Physical harassment, including but not limited to unwelcome physical contact such as touching, impeding or blocking movement;
- Verbal harassment, including but not limited to disparaging or disrespectful comments, jokes, slurs, innuendoes, teasing, and other sexual talk such as jokes, personal inquiries, persistent unwanted courting and derogatory insults;
- Nonverbal harassment, including but not limited to suggestive or insulting sounds, obscene gestures, leering or whistling;
- Visual harassment, including but not limited to displays of explicit or offensive calendars, circulation of derogatory content, posters, pictures, drawings or cartoons that reflect disparagingly upon a class of persons or a particular person; or
- Sexual harassment, as described above, including but not limited to unwelcome sexual advances, requests for favors in exchange for conduct of a sexual nature, submission to unwelcome conduct of a sexual nature in exchange for participation in a TIS event or program, or other conduct of a sexual nature.

Penalties

TIS will not tolerate discriminatory conduct, harassment, or sexual assault. Any individual found to have engaged in such conduct may face action up to, and including, termination of participation in TIS projects or events.

Retaliation Protections

TIS prohibits retaliation against any individual for filing a complaint regarding conduct in violation of this policy. TIS will not tolerate retaliation against any individual for raising a good faith concern, for providing information related to a concern, or for otherwise cooperating in an



investigation of a reported violation of this policy. Any representative of TIS who retaliates against anyone involved in an investigation is subject to disciplinary action, up to and including termination of participation in TIS projects or events.

Reporting Procedure

A representative of TIS who is aware of or experiencing discrimination, harassment or sexual assault should report that information immediately to the President of the TIS board; or alternatively, to any TIS Board member by contacting board@theimmigrantstory.org.

A report may be verbal or in writing. All representatives of TIS are encouraged to document any incidents involving discrimination, harassment, and sexual assault as soon as possible.

Time Limitations

Nothing in this policy precludes any person from filing a complaint with the Oregon Bureau of Labor and Industries' Civil Rights Division or the Equal Employment Opportunity Commission. Note that Oregon state law requires that any legal action taken on alleged discriminatory conduct (specifically that prohibited by ORS 659A.030, 659A.082 or 659A.112) commence **no later than five years** after the occurrence of the violation. Other applicable laws may have a shorter time limitation on filing.



Shorter Version:

The Immigrant Story's Commitment to a Positive and Inclusive Culture

The Immigrant Story (TIS) embraces a culture that promotes the values of diversity, inclusion, access, and equity. TIS officers and board members, artists, project and activity participants, other volunteers, and event attendees are expected to conduct themselves consistent with these values at TIS events or in the course of fulfilling TIS's mission and work.

TIS is committed to fostering a safe space that is free of harassment, including sexual harassment and sexual assault, discrimination, bullying, and intimidation. TIS officers and board members, artists, project and activity participants, other volunteers, and event attendees shall refrain from harassment, discrimination, bullying, and intimidation while at TIS events or while engaging in TIS-sponsored projects or activities.

Any individual who is subject to or witnesses harassment, discrimination, bullying, or intimidation at a TIS event or while engaging in TIS-sponsored projects or activities should make a report to the President of the TIS Board; or alternatively, to any TIS Board member by contacting board@theimmigrantstory.org.

TIS will take prompt and appropriate corrective action when it determines that actions that are inconsistent with this policy have occurred. Corrective action may include, but is not limited to: removing an individual as an officer, board member, artist, participant, or other volunteer; removing an individual from a TIS event; barring an individual from attending future TIS events and/or participating in TIS projects and activities; and/or reporting conduct that may be criminal to law enforcement.



Public facing non-discrimination statement:

The Immigrant Story (TIS) does not discriminate or tolerate discrimination on the basis of race, color, national origin, ancestry, disability, genetic information, age, sex, sexual orientation, gender identity and expression, political beliefs, opinions, culture, religion, marital status, familial status, veteran status, or any other class protected from discrimination under state or federal law. Furthermore, TIS does not tolerate harassment or retaliation on these bases.

For a copy of TIS' Harassment Policy, please visit...

To file a complaint, please contact board@theimmigrantstory.org