

Code of Conduct and Anti-Harassment Policy

This Code of Conduct and Anti-Harassment Policy (Policy) applies to all Midwestern Ohio Association REALTOR (MOAR)-related meetings or events, whether held in public or private facilities, including meetings or events sponsored by organizations other than MOAR and held in conjunction with MOAR meetings or events, and any MOAR member communications related to MOAR business or with MOAR staff.

Midwestern Ohio REALTORS Commitment

Midwestern Ohio REALTORS is committed to providing a productive and welcoming environment that is free from discrimination and harassment. Members are expected to act with courtesy and mutual respect toward each other, MOAR staff, service providers, speakers and event participants.

Harassment

Harassment in any form is strictly prohibited. Harassment includes inappropriate conduct, comment, display, action, or gesture based on another person's sex, color, race, religion, national origin, age, disability, sexual orientation, gender identity, and any other protected characteristic.

Examples of harassment include, but are not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and the display or circulation of written or graphic material that denigrates or shows hostility toward an individual or group based on a protected characteristic.

Sexual Harassment

Sexual harassment is one form of harassment. Sexual harassment may involve individuals of the same or different gender. Like all harassment, sexual harassment is strictly prohibited.

Sexual harassment can be:

- Verbal: Sexual innuendoes, suggestive comments, joke of a sexual nature, sexual propositions, or threats.
- Non-Verbal: Sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling, or obscene gestures.
- Physical: Unwanted physical contact, including touching, pinching, coerced sexual intercourse, or assault.

How to Report Incidents of Harassment or Inappropriate Behavior

Any member who believes they experienced or witnessed harassment or other inappropriate behavior in violation of this Policy should promptly report the incident to one of the following individuals: the MOAR Executive Officer, the MOAR Board President, President-elect or the MOAR's Legal Counsel.

There will be no negative consequences resulting from a good-faith report of any form of harassment.

Investigation and Discipline

Upon receipt of a member's report of possible harassment or inappropriate behavior in violation of this Policy, MOAR will promptly conduct an investigation at the direction of MOAR Board of Directors President.

MOAR is committed to keeping the possible violation as confidential as possible. During the investigation, MOAR will involve only those deemed necessary to the investigation, and disclosures will only be made on an as-needed basis.

If it is determined that the investigation substantiates that a violation of this Policy has occurred, MOAR's Board President, President-Elect, and Executive Officer, in consultation with MOAR's General Counsel, will determine any disciplinary action. If one or more of the foregoing officers are named in the complaint of harassment or inappropriate behavior, MOAR's General Counsel will identify a substitute to be selected from the Executive Committee.

MOAR reserves the right to take any necessary and appropriate action against a member who engages in any form of harassment or inappropriate behavior in violation of this Policy. Such actions may include, but are not limited to, prohibition from attendance at future NAR meetings or events, removal from a committee appointment, expulsion from membership or any other action deemed appropriate by NAR.

Approved by Midwestern Ohio Board Approval 1-3-2019