

Fly Right, Inc.

Sexual Harassment Policy

Fly Right, Inc. is committed to maintaining a ministry that is free from all forms of sexual harassment. The ministry strongly disapproves of and will not tolerate harassment from staff, volunteers or any one else who we encounter in ministry matters.

Sexual harassment includes any unwelcome verbal, physical or visual conduct that:

- Creates an intimidating, offensive or hostile ministry environment;
- Unreasonably interferes with an individual's ministry performance: or,
- Otherwise adversely affects an individual's ministry opportunities.

Sexual harassment includes such actions as unwanted sexual advances or propositions; sexual oriented "kidding", "teasing", or "jokes"; repeated offensive sexual flirtation; leering; making sexual gestures; verbal abuse of a sexual nature; graphic verbal commentaries about an individual's body; using sexually degrading words to describe an individual; suggestive or obscene letters, notes or invitations; physical contact such as touching, assault, or impeding or blocking movement; or unwelcome display of objects, posters, pictures, cartoons or drawings which are sexual in nature.

Sexual harassment also includes the conditioning of volunteer opportunities on sexual favors, including implied or overt threats or promises of preferential treatment in ministry matters. State and federal laws prohibit retaliation against individuals for opposing unlawful harassment. Fly Right, Inc. will not tolerate any such retaliation.

Fly Right staff and volunteers have the responsibility to maintain an acceptable standard of personal and professional behavior, free of any actions, which may be construed as sexual harassment. Anyone who violates this policy will be asked to leave the ministry immediately.

If sexual harassment occurs:

Persons who believe they or another person(s) have been the subject of inappropriate conduct or actions that may be perceived as sexual harassment should report it immediately so that the matter can be investigated and appropriate steps taken. There will be no action taken against anyone who complains of harassment unless such accusation is shown to be intentionally false. Anyone making false accusations will be asked to leave the ministry immediately.