



BARC
ANIMAL SHELTER
& ADOPTIONS

Anti-Harassment Policy

BARC's anti-harassment policy expresses our commitment to maintain a workplace that is free of harassment, so our employees and guests can feel safe and happy. BARC strives to create and maintain a work environment in which people are treated with dignity, decency, and respect.

In accordance with all federal, state, and local laws, BARC expressly prohibits discrimination or harassment based on race, color, religion, creed, gender, pregnancy, age, national origin, ancestry, physical or mental disability or handicap, citizenship, marital status, sexual orientation, military or veteran's status, or any other protected classification.

BARC expressly forbids and will not tolerate any actions (e.g., words, jokes, comments, or gestures) that unreasonably create an intimidating, hostile, or offensive environment. BARC will take appropriate and immediate action in response to complaints or knowledge of violations of this policy. For purposes of this policy, harassment is any verbal or physical conduct designed to threaten, intimidate, or coerce an employee, co-worker, client, volunteer, or any person working for or on behalf of BARC.

Anyone engaged in sexual or other unlawful harassment will be subject to release from the Foster Program with BARC. If a Foster Parent or any other individual who is associated with the Foster Parent (i.e., babysitter or other adults in household, etc.) ("Foster Parent Affiliate") believes they are the victim of harassment or have witnessed harassment of any kind, immediately notify a BARC staff contact with the Foster Team. BARC will not tolerate any retaliation, harassment, or intimidation of any BARC employees or volunteer(s) who makes a complaint under this policy or who assists in a complaint investigation. Any retaliation, harassment, or intimidation by a Foster Parent may result in termination of the Foster Parent's Relationship with BARC. Investigation of reports of harassment will be conducted, and these investigations will be kept as confidential as is practical. Following the investigation, the Foster Parent who filed the complaint will be informed of the findings and the action taken. If, because of the investigation, BARC determines that an employee of BARC, a Foster Parent, an Affiliate, or volunteer has engaged in harassment or illegal discrimination in violation of this policy, BARC will take appropriate corrective measures. Such action may range from counseling to immediate termination of employment or release from the Foster Parent's relationship with BARC, or possible legal action.

