



Sexual Harassment and Discrimination Policy

The Fayette Humane Society is committed to providing an environment that is free from harassment and unlawful discrimination. In accordance with all federal, state and local laws, the Fayette Humane Society 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.

The Fayette Humane Society expressly forbids and will not tolerate any actions (e.g., words, jokes, comments or gestures) that unreasonably create an intimidating, hostile or offensive environment.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where:

Submission to such conduct is made a term or condition of volunteering, either explicitly or implicitly.

Submission to or rejection of such conduct has the purpose or effect of creating an offensive, hostile or intimidating work environment.

Anyone engaging in sexual or other unlawful harassment will be subject to release from volunteer service. If you believe you are the victim of harassment or have witnessed harassment of any kind, immediately notify the volunteer coordinator or a board member.

The Fayette Humane Society will not tolerate any retaliation, harassment or intimidation of any volunteer who makes a complaint under this policy or who assists in a complaint investigation. Any retaliation, harassment or intimidation may result in release from volunteer service.

Investigation of reports of harassment will be conducted, and these investigations will be kept as confidential as is practical. Following the investigation, the volunteer who filed the complaint will be informed of the findings and the action taken. If, as a result of the investigation, the Fayette Humane Society determines that a volunteer has engaged in harassment or illegal discrimination in violation of this policy, the FHS will take appropriate corrective measures. Such action may range from counseling to immediate release from volunteer service or possible legal action.

The FHS reserves the right to change this policy at any time. Changes or clarifications will take effect immediately unless otherwise noted.

If you have any questions regarding this Privacy Policy or the practices, please contact us by sending an email to Info@FayetteHumane.org.

Last Updated: This Policy was last updated on 7/24/2023.