

STATEMENT REGARDING HARASSMENT

The Albany All Stars are committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in an atmosphere that promotes equal opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, The Albany All Stars Roller Derby expects that all relationships among persons will be free of bias, prejudice, and harassment.

The Albany All Stars will actively work to promote a climate that is welcoming and inclusive of transgender, intersex, and gender expansive participants. Any conduct which fosters a hostile environment for any participant on the basis of gender identity will not be tolerated. In addition, the WFTDA will continue to increase its knowledge of trans, intersex, and gender expansive issues through ongoing education for volunteers and staff. The gender identity of any and all WFTDA participants is considered confidential and private. For more information, please read the [WFTDA Gender Statement](#).

Sexual harassment constitutes discrimination and is illegal under federal, state, and local laws. For the purposes of this policy, "sexual harassment" is defined, as in the Equal Employment Opportunity Commission Guidelines, as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering, whistling or touching; insulting or obscene comments or gestures; display of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature.

The Albany All Stars categorically rejects all forms of bigotry. In order for an organization such as ours to be revolutionary, we must be radically inclusive.

Conduct prohibited by this policy is unacceptable in any capacity while involved with or representing the Albany All Stars.