**Policy of The Houston Rose Society on**

**Unlawful Discrimination and Harassment**

The Houston Rose Society is committed to providing an environment that is free of unlawful discrimination and harassment. The HRS expects that all individuals will treat each other with fairness and respect. Actions, words, jokes, or comments based on an individual’s sex, race, color, ethnicity, national origin, disability, age, religion, sexual orientation, genetic identity, or any other basis of discrimination covered under applicable federal, state, or local law will not be tolerated.

Harassment can take many forms including but not limited to unwanted touching or other physical contact, posting offensive cartoons or pictures, using slurs or other derogatory terms, telling offensive or lewd jokes and stories, and sending email messages with offensive content. Unwanted sexual advances, requests for sexual favors, and sexually suggestive gestures, jokes, propositions, email messages, or other communications all can constitute harassment.

If you believe that you are the victim of any type of discriminatory or harassing conduct or witness any form of discrimination or harassment, you should bring that conduct to the immediate attention of an officer of The HRS.

The HRS will conduct a prompt investigation of the circumstances surrounding the complaint. This investigation may include interviews of individuals believed to have information regarding the complaint. All complaints of discrimination or harassment will be handled in a discreet manner. If the investigation discloses that an individual has violated this Policy of The Houston Rose Society, The HRS will take appropriate measures to end the unlawful discrimination or harassment, up to and including termination of membership.

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