



Boulder Mountainbike Alliance
PO BOX 4954
Boulder, CO 80306
bouldermountainbike.org
EIN 84-1240757

ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

BMA is committed to providing all contractors, volunteers, members and participants with an experience free of sexual or other types of harassment or unlawful discrimination based on race, ethnicity, creed, color, religion, sex, sexual orientation, gender identity or expression, national origin, on the basis of age, ancestry, nationality, marital status, familial status, political belief, physical or mental disability, medical condition, veteran status, military status, liability for service in the Armed Forces or other classifications protected by federal, state or local law. BMA prohibits and will not tolerate such unlawful harassment or discrimination by leadership or employees, constituents and vendors or those who do business with BMA. It is our policy to maintain an environment free from all forms of harassment or discrimination and to insist that all be treated with dignity and respect.

ADA and Religious Accommodation

BMA will make reasonable accommodation for qualified individuals with known disabilities (or other reasons under the law) unless doing so would result in an undue hardship or cause a direct threat to health or safety. Those needing such accommodation are instructed to contact the Operations Manager.

Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances or visual, verbal, or physical conduct of a sexual nature. Sexual harassment includes many forms of offensive behavior. The following is a partial list of the conduct that could constitute sexual harassment: • Any offensive or unwelcome conduct, verbal or physical, based on a person's gender; • Unwanted sexual advances; • Offering employment benefits in exchange for sexual favors; • Making or threatening reprisals after a negative response to sexual advances; • Visual conduct such as leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons, or poster; • Verbal conduct such as making derogatory comments or using epithets, slurs and jokes; • Verbal sexual advances or propositions; • Verbal abuse of a sexual nature such as graphic verbal commentaries about an individual's body, sexually degrading words to describe an individual; • Suggestive or obscene letters, notes, or invitations; • Physical conduct such as touching, assault, impeding or blocking movements; and • Electronic communication of any form that is sexually oriented, salacious, obscene, indecent, lewd, pornographic or vulgar. BMA is committed to keep its environment, workplace and events free of unlawful conduct that creates an intimidating, hostile or offensive work environment for our employees.



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All staff and board member cooperation is needed to achieve the goal by reporting incidents of harassment or discrimination. Reports of harassment can be submitted to the Operations Manager. If the complaint is regarding the Operations Manager, the complaint can be submitted to the President of the Board of Directors. The appropriate board officers and staff will address the complaint and take the appropriate action.

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