

BayLUG, the Bay Area LEGO Users Group and Train Club

Non-Discrimination Statement and Policy

Adopted by the Executive Committee on January 7, 2021

BayLUG does not and shall not discriminate on the basis of race, color, national origin, ancestry, ethnicity, sex, sexual orientation, gender, gender identity or expression, marital status, age, religion, creed, disability, veteran status, military status and/or any other legally protected characteristic(s) (“Protected Characteristics”) in any of its activities or operations. We are committed to providing an inclusive and welcoming environment for all members.

BayLUG is an equal opportunity organization. We will not discriminate and will take affirmative action measures to ensure against discrimination on the basis of an individual’s Protected Characteristics.

Anti-Harassment Policy

We are committed in all areas to providing an environment that is free from harassment. Harassment based upon an individual’s Protected Characteristics will not be tolerated. All members are expected and required to abide by this policy. No person will be adversely affected in membership with our organization as a result of bringing complaints of unlawful harassment.

Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include unwanted physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures. Use of our computer system for the purpose of viewing, displaying, or disseminating material that is sexual in nature may also constitute harassing behavior.

Reporting Harassment

If a member feels that they have been harassed on the basis of their Protected Characteristics they should immediately report the matter to a member of the Executive Committee. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken where appropriate. All complaints of unlawful harassment will be handled in as discreet and confidential a manner as is possible under the circumstances. The procedure for reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any member to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.

Disciplinary Measures for Harassment

Any member engaging in improper harassing behavior will be subject to disciplinary action, including the possible termination of membership. Not every instance of harassing behavior will warrant immediate termination, but some may.