**JACL POLICY AGAINST HARASSMENT AT JACL EVENTS**

The Japanese American Citizens League is committed to providing a safe and welcoming environment at all of its events and does not tolerate harassment in any form. Participants who have been found to have engaged in harassment or have otherwise engaged in conduct that violates this Policy at an event may be expelled from the event, banned from future events, and members may have their membership revoked. JACL may take other action in response to incidents of harassment, including reporting the matter to venue security or local law enforcement and providing safety escorts to participants during the event. Action taken to enforce this Policy will occur after an investigation with notice and an opportunity to be heard for the accused unless JACL determines that the immediate safety or security of participants or other individuals may be at risk. If such safety or security is at risk, JACL may take action without providing notice or conducting an investigation, including contacting relevant law enforcement authorities.

Behavior that JACL believes is unacceptable includes, but is not limited to:

● Any conduct that discriminates or denigrates an individual or group on the basis of race, ethnicity, color, gender, religion, citizenship, nationality, age, sexual orientation, gender identity, gender expression, disability, veteran status, or any other characteristic protected by law in the location where the JACL event or activity takes place;1

● Inappropriate or unwelcome verbal or written comments;

● Inappropriate or unwelcome physical contact;

● Unwelcome attention or advances;

● Display of inappropriate or unwelcome images in public places;

● Deliberate intimidation, stalking, or following; and

● Taking, filming, or showing photography or video of a sexual nature or that is intended to offend, intimidate, threaten, or coerce.

If someone makes you or any participant feel unsafe or unwelcome at an event, please report it to JACL as soon as possible. You can submit a report of harassment by completing a harassment complaint form. Your report will be confidential and will be viewed by JACL staff, legal counsel, and others only as necessary to properly review and investigate the report. As part of the complaint reporting process, your identity will be kept as confidential as possible. If you prefer, you may file a complaint anonymously. The complaint form will request information about the incident and the names of possible witnesses. Confrontation with the alleged harasser will not be required as part of the investigation process. The complaint form may be sent to Executive Director, David Inoue at dinoue@jacl.org.

**DISCLAIMER:** JACL’s Policy Against Harassment at JACL Events is not intended to limit open discussions of the merits of particular issues that are discussed and presented at JACL events. This Policy is intended to apply only to certain inappropriate behavior at JACL events and activities.

Created: April 22, 2019; Adopted: July 2021

1If the event occurs online, then the location of the event is considered to have taken place in every jurisdiction where each participant is physically situated at the time of the event.

I. CONTACT INFORMATION

First Name:

Last Name:

What is the best way to contact you? \_\_ Email \_\_ Phone

Provide your contact information:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I prefer to remain anonymous: \_\_ Yes

II. INFORMATION ABOUT THE ALLEGED HARASSER(S)

What is the name of the alleged harasser(s)?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please provide other identifying details about the alleged harasser(s).

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

III. DETAILS ABOUT THE INCIDENT(S)

Describe what happened.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Where did the incidents occur?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please provide information about any witnesses.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please provide any other details or information that you believe will assist JACL with its review of the incident(s).

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_