

CENTRAL ILLINOIS UNITED

POLICY PROHIBITING HARASSMENT AND OTHER FORMS OF DISCRIMINATION

Central Illinois United is committed to providing a workplace and community free from all forms of illegal discrimination and harassment. Discrimination or harassment of any kind because of race, color, religion, sex, sexual orientation, marital status, order of protection status, national origin or ancestry, citizenship status, age, disability, military status or any other legally protected characteristic/activity is prohibited.

I. PROHIBITION ON SEXUAL HARASSMENT

It is unlawful to harass a person because of that person's sex. All persons have a right to work and to conduct their activities at Central Illinois United in an environment free from sexual harassment. Sexual harassment is unacceptable misconduct which affects individuals of all genders and sexual orientations. It is a policy of Central Illinois United to prohibit harassment of any person by any officer, member, employee, coach, player or agent on the basis of sex.

II. DEFINITION OF SEXUAL HARASSMENT

Sexual harassment is any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or access to/use of Central Illinois United property or a Central Illinois United service, or
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment or other decisions at Central Illinois United affecting such individual, or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working or other environment.

Conduct which may constitute sexual harassment includes:

- Verbal: sexual innuendos, suggestive comments, insults, humor, and jokes about sex, anatomy or gender-specific traits, sexual propositions, threats, repeated requests for dates, or statements about other employees, even outside of their presence, of a sexual nature.
- Non-verbal: suggestive or insulting sounds (whistling), leering, obscene gestures, sexually suggestive bodily gestures, "catcalls", "smacking" or "kissing" noises.
- Visual: posters, signs, pin-ups or slogans of a sexual nature, viewing pornographic material or websites.
- Physical: touching, unwelcome hugging or kissing, pinching, brushing the body, any coerced sexual act or actual assault.
- Textual/Electronic: "sexting" (electronically sending messages with sexual content, including pictures and video), the use of sexually explicit language, harassment, cyber stalking and threats via all forms of electronic communication (e-mail, text/picture/video messages, intranet/on-line postings, blogs, instant messages and social network websites like Facebook and Twitter).

The most severe and overt forms of sexual harassment are easier to determine. On the other end of the spectrum, some sexual harassment is more subtle and depends, to some extent, on individual perception and interpretation.

III. OTHER PROHIBITED HARASSMENT

In addition to sexual harassment, harassment on the basis of any other legally protected characteristic/activity in employment or access/use of Central Illinois United property or a Central Illinois United service is also a form of discrimination. Such harassment is prohibited and is a violation of this Policy.

Harassment is verbal, non-verbal, visual, physical, or textual/electronic conduct that denigrates or shows hostility or aversion toward an individual because of one or more legally protected characteristics/activities that: (1) has the purpose or effect of creating an intimidating, hostile or offensive working or other environment; (2) has the purpose or effect of unreasonably interfering with an individual's work performance; or (3) otherwise adversely affects an individual's employment or access/use of Central Illinois United property or a Central Illinois United service.

Harassing conduct includes, but is not limited to, the following: (1) epithets, slurs, negative stereotyping, or threatening, intimidating or hostile acts that relate to a legally protected characteristic/activity; and (2) written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of a legally protected characteristic/activity.

IV. U.S. SOCCER MINOR ATHLETE ABUSE PREVENTION POLICY

Central Illinois United hereby adopts and expressly incorporates U.S. Soccer's Minor Athlete Abuse Prevention Policy ("MAAPP") as part of this Policy. A copy of the MAAPP attached to this Policy. In event of a conflict between the MAAPP and this Policy, the terms of the MAAPP shall control.

V. REPORTING PROCEDURE

An individual who either observes sexual or other harassment/discrimination, or believes herself/himself to be the object of sexual or other harassment/discrimination must report the matter to any Central Illinois United Board Member. A prompt, thorough and impartial investigation of any complaint will be conducted by Central Illinois United, and the complaint will be kept confidential to the extent possible. Reports by employees may also be made to the Illinois Department of Human Rights and the U.S. Equal Employment Opportunity Commission. Additionally, any individual may make a SafeSport complaint.

Documentation of any incident may be submitted with any report (what was said or done, the date, the time and the place), including, but not limited to, written or electronic records such as letters, notes, memos and telephone messages.

All allegations, including anonymous reports, will be accepted and investigated regardless of how the matter comes to the attention of Central Illinois United. However, because of the serious implications of sexual harassment and other harassment/discrimination charges, and the difficulties associated with their investigation and the questions of credibility involved, the complaining individual's willing cooperation is a vital component of an effective inquiry and an appropriate outcome. Statements made and information gathered during any investigation undertaken in response to a complaint will be kept confidential to the extent possible.

If it is determined that harassment/discrimination has occurred, Central Illinois United shall take prompt remedial and corrective action, including appropriate disciplinary action against the individual responsible for the harassment/discrimination. Additionally, Central Illinois United may take any other actions and seek any other remedies available to it under applicable law.

VI. PROHIBITION ON RETALIATION FOR REPORTING HARASSMENT/DISCRIMINATION ALLEGATIONS

It is the policy of Central Illinois United that individuals should be encouraged to make good faith reports of discrimination or harassment with the assurance that they will not suffer retaliation for doing so. Any individual found to have violated this non-retaliation provision shall face appropriate disciplinary action, and Central Illinois United may take any other actions and seek any other remedies available to it under applicable law against the individual.

VII. CONSEQUENCES FOR KNOWINGLY MAKING A FALSE REPORT

False and frivolous charges refer to cases where the accuser is using a sexual harassment or harassment/discrimination complaint to accomplish some end other than stopping the harassment/discrimination. It does not refer to charges made in good faith which cannot be proven. Given the seriousness of the consequences for the accused, a false and frivolous charge is a severe offense that can itself result in disciplinary action, and/or Central Illinois United taking any other action and seeking any other remedy available to it under applicable law.