

*Texas State Junior Classical League*



## **Harassment Policy**

All participants at an event of the Texas State Junior Classical League (TSJCL) have the right to learn, engage in friendly competition, and/or volunteer within a respectful and welcoming environment. Harassment, hazing, and bullying are prohibited.

Harassment can be identified as:

- Unwelcome verbal, written, or physical conduct of a violent, threatening, or sexual nature
- Behavior that interferes with a person's ability to learn, compete, and/or volunteer during an event due to unwelcome physical or verbal conduct that belittles or ridicules an individual because of race, color, religion, national origin, sexual orientation, age, ability, gender identity, or gender expression

Such behavior is not tolerated among anyone participating in a TSJCL event, including students, sponsors, teachers, parents, volunteers. In the event that you feel you have experienced or witnessed any of the behaviors described above, you are highly encouraged to report the incident immediately to your local club sponsor(s), one or more of the TSJCL State Chairs, and/or security officers, as appropriate. Reported incidents will be investigated to the fullest extent possible. Reports and/or investigations must not result in retaliation by the reported individual(s). The TSJCL State Chairs keep such reports and investigations as confidential as possible. The harasser(s) are subject to sanctions as seen fit by the TSJCL State Chairs and sponsor(s) of the local club with which the harasser(s) are affiliated, as appropriate. Disciplinary actions may range from notification of administrators at the individual's school to permanent dismissal from all future TSJCL events.

**By signing below I confirm that I have read and understand the TSJCL Harassment Policy.**

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**Signature of Participant / Sponsor / Chaperone / Volunteer**

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**Date**

**Name (PRINT):** \_\_\_\_\_

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**Parent / guardian signature for students under 18**

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**Date**

**EVERY individual attending convention must complete this form and bring to Registration.**

Please duplicate this form as necessary.