



SOUTHWEST MISSOURI
CAMERA CLUB

HARASSMENT POLICY

Adopted 3-7-13

The Southwest Missouri Camera Club (SWMCC) is dedicated to providing a safe and harassment-free experience for everyone. We do not tolerate harassment of participants in any form. Any individual violating these rules may be expelled from a meeting/event or from the Southwest Missouri Camera Club at the discretion of the SWMCC Board. They may also be permanently banned from participating in or attending any and all future SWMCC functions.

Harassment includes, but is not limited to, offensive verbal comments or emails, social media, deliberate intimidation/hostility, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, threats of violence or actual violence, and unwelcome sexual attention. Assuming the absence of problematic behavior (intimidation, verbal abuse, etc.), constructive criticism or rational disagreement regarding a member's art/photography will not be construed as harassment. Any individual asked to stop any harassing behavior or leave a Club function is expected to comply immediately.

Additionally, non-members, guests and visitors to meetings, field trips, SWMCC-sponsored social outings, or similar activities are also subject to the anti-harassment policy. As members often go to a restaurant after a meeting, field trip, etc., this harassment policy continues to be in force wherever and as long as members are congregated.

If an individual engages in harassing behavior, the SWMCC Board may take any action they deem appropriate, including warning the offender, expulsion from any meeting/event, expulsion from the Club without refund of any paid dues, refusal to accept or renew membership dues, and banning the individual from all future functions. Banned individuals attempting to be admitted to a club function will be cause for the immediate involvement of local law enforcement.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of SWMCC Board immediately. The SWMCC also encourages members to report any threatening, violent, or criminal behavior directly to local law enforcement, as well as to the SWMCC Board.

This harassment policy has been developed in consultation with Springfield-Greene County Library officials as well as the Springfield Police Department. The SWMCC Board places the highest importance on assisting those experiencing harassment and creating an environment where everyone can feel safe at all SWMCC gatherings. We value your membership and your attendance at our events.