

SEXUAL HARASSMENT

Generally

The Oregon Association of REALTORS® has a strict policy prohibiting all forms of sexual harassment. The policy applies to all employees when they are acting within the scope of their employment and to employees and members in connection with any Oregon Association of REALTORS® function.

No employee or member shall engage in any conduct constituting sexual harassment. No employee or member against whom a charge of sexual harassment has been made shall in any manner seek reprisal against the employee or member making the charge.

An employee or member who observes an act of sexual harassment shall report the act to the Chief Executive Officer or to a member of Oregon Association of REALTORS® Executive Committee.

Definition

"Sexual Harassment" is defined for purposes of this policy as any unwelcome sexual advance, request for sexual favors or other verbal or physical conduct of a sexual nature or with sexual overtones. It includes, but is not limited to:

1. Offensive comments;
2. Jokes or suggestions about the gender or gender-related physical attributes of another;
3. Sexually suggestive jokes, profanity or euphemisms;
4. Obscene or lewd gestures;
5. Unwanted physical contact;
6. The display of sexually explicit or suggestive pictures, drawings or written materials; or
7. A social invitation accompanied by a discussion of performance reviews, evaluation or merit considerations.

Enforcement

All charges that an Oregon Association of REALTORS® employee has sexually harassed a member or another employee shall be referred to the Chief Executive Officer for investigation and appropriate action in accordance with Oregon Association of REALTORS® personnel policies. All charges that a member or the Chief Executive Officer has sexually harassed an Oregon Association of REALTORS® employee or that the Chief Executive Officer has sexually harassed a member shall be referred to the Executive Committee for appropriate action, which may include, without limitation, counseling, oral or written reprimand, or expulsion from the organization.