

KANEOHE AIKIDO CLUB POLICY ON HARRASSMENT AND DISCRIMINATION

The Kaneohe Aikido Club is committed to maintaining an atmosphere in which individuals who are true to the ideals of Aikido will meet to develop themselves in the spirit of Aikido. This organization shall further provide the means through which good fellowship is promoted among its members and their immediate families in harmony with principles upon which Aikido is based.

To fulfill its mission of promoting these values, the Kaneohe Aikido Club encourages a climate that values and nurtures respect, tolerance, humility, diversity, pluralism, and the uniqueness of the individual. In addition, the Kaneohe Aikido Club affirms that all decisions and actions involving students, instructors and volunteers should be based on individual merit and achievement and applicable State of Hawaii laws and regulations.

Therefore the Kaneohe Aikido Club and its Board of Directors have adopted the following policy, effective 01 Jul 06, to prohibit the harassment of club members, instructors and volunteers.

“It is the policy of the Kaneohe Aikido Club (KAC) to prohibit discrimination and harassment of members, instructors and volunteers on the basis of race, color, religion, sex, sexual orientation, national origin, physical, emotional or learning disabilities, age (40 years or older) or veteran status.

Harassment includes verbal or non-verbal expressions which create an intimidating, hostile, or offensive learning and/or practice environment. Sexual harassment is any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual.

Any member, instructor or volunteer who believes that she or he has been subject to sexual harassment should advise the offending individual that the action is not welcome and must stop. The aggrieved individual may then report such incident(s) to either the KAC Board of Directors or the KAC Chief Instructor.

Any KAC Director or the Chief Instructor who receives a report of discrimination or harassment must either: 1) request a written statement from the victim; or 2) confirm the substance of such statement in writing and document the date the report was received. Regardless of whether a written report is received from the alleged victim, complaints may be reported to the appropriate governmental regulatory/ investigative/enforcement agencies. Such reports cannot be kept strictly confidential, however, information concerning allegations shall be managed discretely and communicated to others only as is necessary to investigate and take appropriate disciplinary action. There shall be no retaliation against a club member for reporting allegations of discrimination or harassment or other inappropriate behavior. Retaliatory actions will also be subject to investigation and possible discipline.”

ADDITIONAL INFORMATION

Club members who require additional information concerning the nondiscrimination rights of members or the application of the civil rights complaint procedure for members may contact the following agencies:

Hawaii Civil Rights Commission
830 Punchbowl Street, Room 411
Honolulu, Hawaii 96813
Phone: 586-8636

U. S. Equal Employment Opportunity Commission
Honolulu Office
300 Ala Moana Boulevard
Room 7-127, Box 50082
Honolulu, Hawaii 96850
Phone: 541-3120