

ANTI-HARASSMENT AND PROHIBITED BEHAVIOR POLICY

The American Mountain Guides Association (AMGA) *Code of Ethics and Conduct* provides guidelines for AMGA members to uphold high standards of ethics and professionalism. Of particular importance is the promise AMGA members make to facilitate an inclusive environment and treat others with respect and dignity. The following *Anti-Harassment and Prohibited Behavior Policy* further articulates the commitment AMGA members make to maintaining a physically and emotionally safe environment.

AMGA Commitment to a Safe Environment

The American Mountain Guides Association is committed to maintaining a productive and safe environment without regard to race, color, religion, ancestry, sex,¹ gender, gender identity or expression, sexual orientation, marital status, age, national origin, ancestry, mental and physical disability, medical condition, genetic characteristics, genetic information, military and veteran status, or any other applicable status protected by federal, state, or local law (collectively, “protected statuses”).

Prohibited Behavior

“Prohibited behavior” is any behavior that negatively impacts the emotional or physical safety of another AMGA member, employee, client, land manager, or others who an AMGA member may interact with on a professional basis or when engaging in personal activities that have a direct reflection on the AMGA. Engaging in prohibited behavior is a violation of the *AMGA Code of Ethics and Conduct* and will be subject to review and corrective action as outlined in the *AMGA Professional Compliance Procedures*. Some types of prohibited behaviors such as discrimination, harassment, sexual harassment, and retaliation are particularly serious and are described in detail below.

Policy Against Discrimination, Harassment, & Retaliation

No Discrimination

The American Mountain Guides Association prohibits discrimination by an AMGA member on the basis of any protected status. **Except where otherwise indicated, the term “discrimination,” as used in this policy, refers to the unfair or unequal treatment of an individual on the basis of any protected status.** However, risk management decisions made by a guide on behalf of the safety and welfare of a client or a group of clients are not considered to constitute discrimination. For example, if a guide determines an outing would pose a safety concern for a client with a disability, the guide’s decision to direct the client toward a more suitable outing would not constitute discrimination.

¹ Including pregnancy, childbirth, medical conditions related to pregnancy and/or childbirth, breastfeeding and breastfeeding related conditions.

No Harassment

The American Mountain Guides Association is committed to having an environment that is free of harassment of any kind. The AMGA will not tolerate harassment by an AMGA member.

Except where otherwise indicated, the term “harassment,” as used in this policy, refers to behavior that is related to any act that is offensive, intimidating, or hostile. Examples of harassment include but are not limited to epithets; slurs; derogatory jokes or comments; negative stereotyping; threats; assault; stalking; physical interference with an individual’s normal activities; written or graphic material (communicated physically or electronically) that denigrates, shows hostility, or aversion toward an individual or group for any reason; and cyberstalking, which includes harassment using electronic communication such as sending a threatening email, instant messaging, or posting messages of a hateful or defamatory nature to a website, online forum, or other location on the internet.

No Sexual Harassment

Because sexual harassment raises issues that are to some extent unique in comparison to other forms of harassment, the AMGA believes it warrants separate emphasis. As such, the AMGA will not tolerate sexual harassment and inappropriate sexual conduct by an AMGA member. The AMGA strongly opposes sexual harassment and inappropriate sexual conduct. **Sexual harassment is defined as behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward.** Examples of sexual harassment may include unwelcome sexual advances (whether physical or verbal); unwanted physical contact; obscene gestures; displays of sexually explicit pictures, drawings, or caricatures; sexual jokes or remarks; and other verbal or physical conduct of a sexual nature.

Forms of Harassment

Harassment can occur in a one-on-one interaction or in a group setting. Sexual harassment can also occur in the context of a relationship that was once consensual but has changed so that the behavior is no longer welcome by one party.

The examples listed above are not meant to be a complete list of prohibited behavior. AMGA members should make a point of paying attention to others’ reactions and stated requests and preferences, respect their wishes, and treat them in a professional manner regardless of gender, race, religion, nationality, age, sexual orientation, sexual identity or expression, or other protected statuses.

No Retaliation

The AMGA strictly prohibits retaliation against an AMGA member for reporting alleged prohibited behavior or for assisting in a complaint investigation. Except where otherwise indicated, the term “retaliation,” as used in this policy, refers to behavior whereby an individual is treated differently, unequally, or negatively for reporting alleged prohibited behavior or for assisting in a complaint investigation. Any behavior by an AMGA member that constitutes retaliation will be subject to review and corrective action.

Reporting Discrimination, Harassment, or Retaliation

When possible, the AMGA encourages individuals who believe they are being subjected to offensive conduct by an AMGA member to promptly advise the offender that their behavior is unwelcome and request that it be discontinued. This action alone may resolve the problem. The AMGA recognizes, however, that individuals may prefer to report the matter through the AMGA Speak Up program. If an AMGA member believes there has been a violation of the *AMGA Code of Ethics and Conduct* the member may report the alleged violation to the AMGA through the Speak Up program (amga@ilghotline.com or www.amga.com/speak-up/).

Any reported allegations of harassment, discrimination, or retaliation will be investigated promptly, objectively, and as confidentially as possible, as outlined in the *AMGA Professional Compliance Procedures*. If it is determined that an AMGA member has engaged in discrimination, harassment, or retaliation in violation of this policy, the member will be subject to corrective action, up to and including revocation of membership.