

Foundation Beyond Belief, Inc.

Harassment Policy



Foundation Beyond Belief, Inc. (FBB) is dedicated to providing a harassment-free environment for all its employees, officers, contractors, volunteers, and other representatives. We do not tolerate harassment in any form and FBB's Board of Directors may sanction anyone affiliated with FBB who violates this policy.

Harassment includes offensive verbal comments related to an individual's gender, sexual orientation, disability, physical appearance, body size, race, religious identity; intimidation, stalking, persistent following, invasion of privacy, "heckling" at talks or other events, inappropriate physical contact; and unwelcome sexual attention.

What is not considered harassment? Criticism or disagreement regarding an attendee's belief structure are not considered harassment. FBB encourages an environment of sex-positivity where sex and sexuality can be discussed and where consenting adults may engage in consensual sexual activity. To encourage better understanding of myriad identities and lifestyles, a FBB representative is available to help event attendees if they are uncomfortable with an individual's conversations or actions.

If a person engages in harassing behavior, FBB may take any action it deems appropriate, including warning the offender, asking that person to leave an event, or immediate termination. By signing this policy, any representatives of FBB engaging in harassment agree to comply with FBB immediately.

If you are being harassed by someone affiliated with FBB or notice that someone else is being harassed by someone affiliated with FBB **please take one of the following actions:**

- Email FBB Board Chair Clare Wuellner at board@foundationbeyondbelief.org (will be received only by Clare Wuellner)
- Email FBB President Noelle Geoge at noelle@foundationbeyondbelief.org (will be received only by Noelle George)
- Call (832) 464-7006 and leave a message (will be received by an FBB staff member)

All complaints will be kept confidential and will be thoroughly investigated by an FBB committee. FBB encourages reporting of any criminal behavior to the local police or by calling 9-1-1. Should you have any questions or concerns about this policy, please contact us via one of the methods above.

Name: _____

Signature: _____

Date: _____