



Nondiscrimination/Anti-Harassment Policy and Complaint Procedure

Objective

Elbert County Wranglers is committed to creating an environment in which all athletes, families, coaches, volunteers, and staff are treated with respect and dignity. Everyone has the right to participate in a safe and supportive athletic community free from unlawful discrimination, harassment, or retaliation.

The Wranglers expect that all interactions among players, families, coaches, and volunteers will be respectful, professional, and free of bias, prejudice, or harassment. Any complaint in violation of these policies will be investigated promptly and resolved appropriately.

Equal Opportunity Participation

It is the policy of Elbert County Wranglers to ensure equal participation opportunity without discrimination or harassment on the basis of race (including hairstyle/texture), color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law. Discrimination or harassment of any kind is strictly prohibited.

Retaliation

The Wranglers encourage reporting of all perceived incidents of discrimination or harassment. Retaliation against any individual—whether athlete, parent, coach, or volunteer—who reports such conduct or participates in an investigation is strictly prohibited.

Sexual Harassment

Sexual harassment is illegal and will not be tolerated. It includes unwelcome sexual advances, requests for sexual favors, or other verbal, written, or physical conduct of a sexual nature that:

- Makes participation in the organization conditioned on such conduct,
- Influences team or organizational decisions, or
- Creates an intimidating, hostile, or offensive environment.

Examples include sexual jokes, unwanted touching, inappropriate comments, gestures, or displaying sexually suggestive materials.

Harassment

Harassment based on any protected characteristic is prohibited. Harassing conduct includes:

- Verbal abuse, slurs, or negative stereotypes
- Threatening, intimidating, or hostile acts
- Derogatory jokes, gestures, or written/graphic material
- Online or social media conduct targeting members of the Wranglers community

This applies to all Wranglers events, practices, games, travel, and any related activities.

Individuals and Conduct Covered

This policy applies to all athletes, coaches, volunteers, parents/guardians, staff, and any third parties associated with the Wranglers (e.g., referees, vendors, spectators).

Conduct prohibited by these policies is unacceptable at games, practices, meetings, travel events, and any activity connected with the Wranglers.

Reporting a Concern

Any individual who believes they have experienced or witnessed discrimination, harassment, or retaliation should report the concern **in writing within 30 days** of the incident to one of the following:

- The Head Coach or Team Manager, or
- The Wranglers Board of Directors

Written reports must include:

- A clear statement of the policy violated
- Factual details (dates, times, locations, individuals involved)
- Any supporting evidence (documents, messages, witness names)
- The desired resolution

Prompt, detailed reporting allows the Wranglers to take timely and constructive action.

Complaint Procedure

1. **Report** → Concerns must be submitted in writing to a coach, team manager, or directly to the Wranglers Board within **30 days** of the incident.
2. **Review** → The Wranglers will conduct a prompt, thorough, and impartial investigation within **30 days of receiving the written complaint**, which may include interviews with involved parties and witnesses.
3. **Confidentiality** → The Wranglers will maintain confidentiality as much as possible while still conducting a fair investigation.
4. **Resolution** → Corrective action may include warnings, training, suspension, or removal from the organization.
5. **Appeal** → If a party disagrees with the resolution, they may submit a written appeal to the Wranglers Executive Committee within 10 business days of the resolution.

False or malicious complaints (those made in bad faith) may result in disciplinary action.