

Des Moines Police Foundation Anti-Harassment Policy

The Des Moines Police Foundation (DMPF) does not tolerate harassment of our job applicants, employees, volunteers, guests, or audience members. Any form of harassment related to race, color, sex, religion, national origin, age, citizenship status, disability, or handicap is a violation of this policy and will be treated as a disciplinary matter. For these purposes, the term harassment includes, but is not limited to, slurs, jokes, other verbal, graphic, or any physical conduct relating to an individual's race, color, sex, religion, national origin, age, citizenship status, disability, or handicap.

Harassment includes sexual advances, requests for sexual favors, and other verbal, graphic, or physical conduct of a sexual nature. Harassment also includes making submission to or rejection of such conduct the basis of any employment-related decision and includes creating an intimidating, hostile, or offensive working environment by such conduct.

Violation of this policy by an employee shall subject that employee to disciplinary action, up to and including immediate discharge. Violations of this policy by a board member may subject them to removal from the board. Reports may also be made to the police or other authorities.

If you feel that you are being harassed based upon your race, color, sex, religion, national origin, age, citizenship status, or disability, you should at once make your feelings known to your immediate supervisor or the President of the board of directors. The matter will be investigated, and, where appropriate, disciplinary action will be taken. If you do not feel like the matter can be discussed with your supervisor or the President of the board of directors or if you are not satisfied with the way your report has been handled, arrange for a conference with any member of the board of directors to discuss your complaint.

Remember, do not assume that DMPF is aware of the harassment. It is your responsibility to report incidents you know about. We encourage job applicants, employees, volunteers, guests, or audience members to report all such incidents about which they are aware. However, all such reports are taken seriously. Therefore, anyone making allegations determined to be false will be subject to discipline, up to and including discharge.

This policy refers not only to supervisor/subordinate actions, but also applies to action between co-workers or between volunteers, guests, and audience members. Harassment of our employees in connection with their work by non-employees, or of a non-employee by an employee may also be a violation of this policy. Any employee who becomes aware of such harassment of an employee by a non-employee or of a non-employee by an employee should report such harassment to his or her supervisor or to the President of the board of directors. Appropriate action will be taken with respect to violation of this policy.

This policy was adopted by approval of the Board of Directors on: 03/05/2015

Ellie Homan


Secretary, Des Moines Police Foundation