

# **EPPU Anti-Harassment Policy**

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No member, volunteer, employee or contractor of East Penn Panther United Soccer Club (EPPU) shall be subjected to harassment, intimidation, bullying, or cyber bullying as it relates to EPPU activities on and off the field. For clarification, harassment, intimidation, bullying or cyber bullying means, but is not limited to, any written, verbal or physical act, or any electronic communication, shown to be motivated by an individual's actual or perceived race, color, religion, national origin, ancestry or ethnicity, sexual orientation, physical, mental, emotional, or learning disability, gender, gender identity and expression, or other distinguishing personal characteristic, or based on association with any person identified above, even in jest.

Furthermore, no member, volunteer, employee or contractor of EPPU shall engage in or knowingly tolerate any such behavior harassment, intimidation, bullying or cyber bullying on or off the field as it relates to any teammates, other youth or teams, referees, EPPU volunteers (coaches, team parents, etc.), or EPPU employees or contractors.

The EPPU Board of Directors and Rules & Discipline committee will respond quickly to any and all allegations of harassment within the organization. Any violation of this policy may involve a disciplinary hearing and/or action, including suspension or expulsion from EPPU and related activities.

Our mission is to promote good sportsmanship throughout the organization and encourage qualities of mutual respect, courtesy and tolerance in all participants, coaches, officials, volunteers, employees, contractors, and spectators.