

## Harassment Policy

The Golden Gate Philharmonic (GGP) values the diversity of its students, their families, and its faculty and is dedicated to creating a learning environment that is free from bullying and harassment of any nature. Actions that target a student's actual or perceived gender, race, ethnic or socio-economic background, color, national origin, religion, sexual orientation, or disability for the purpose of denigrating, intimidating, or harassing a student, a group of students, or the student's family are strictly forbidden. Any student engaged in such behavior, whether it takes place during GGP rehearsals, classes, or performances; at a GGP-sponsored function; or while a student is en route to or from the GGP, will be subject to disciplinary action. Students engaged in such behavior outside of GGP or online may also be subject to disciplinary action. Harassment includes but is not limited to the following:

- Teasing or taunting
- Verbal or physical intimidation of others; bullying
- Unwanted touching or contact; assault
- Unwelcome sexual flirtation
- Obscene or threatening letters, notes, invitations, e-mail, posts on social media, text messages, or phone calls
- Racial, ethnic, or religious slurs or comments of a demeaning nature
- Comments that create an intimidating, hostile, or offensive environment
- Sexually demeaning comments; sexual statements; demands for sexual favors; sexually suggestive questions, slurs, jokes, epithets, anecdotes, or materials
- Sexually suggestive or insulting sounds or gestures, including whistling
- Graphic or suggestive comments about an individual's dress or body
- Creating, transmitting, viewing, storing, or displaying any sexually suggestive objects, pictures, electronic images, or words
- Graffiti containing sexually suggesting comments or racial, ethnic, or religious slurs written on walls, desks, or other areas

The GGP community must work cooperatively to stop harassment and foster an atmosphere of personal responsibility, self-discipline, and respect for others. Any student who is the target of harassment or the student's parents must notify a GGP faculty member, Board member, or the Executive Director.

Similarly, students or parents witnessing an incident of harassment must notify the GGP.

Disciplinary measures will depend on the severity of the incident and may range from suspension from some or all program activities to dismissal from the program. No person will be adversely affected as a result of bringing complaints or reports of harassment or bullying.

I have read and understood the GGP's harassment policy.

Student: \_\_\_\_\_ Parent: \_\_\_\_\_

Print name: \_\_\_\_\_ Print name: \_\_\_\_\_

Date: \_\_\_\_\_