

**Prohibition of Harassment at League Functions.**

It is the League's policy to maintain an environment free from all forms of harassment, whether based upon sex, race, ethnicity, age, religion, disability or any other legally protected characteristic. The League does not tolerate conduct by any person (employee, board member, speaker, city official or employee, vendor, etc.) at any League meeting or function who harasses, disrupts or interferes with an employee's work performance or which creates an intimidating, offensive or hostile environment. Likewise, the League does not tolerate conduct by any person (employee, board member, speaker, city official or employee, vendor, etc.) who harasses, disrupts or interferes with a city official or employee's ability to participate in the League's annual conference or any other League function which creates an intimidating, offensive or hostile environment.

If a person (employee, board member, speaker, city official or employee, vendor, etc.) engages in harassing behavior, the League may take any action it deems appropriate up to and including expelling the offender from the League function whereby the offender forfeits any fees paid or any CMO credit earned for the function.