

AMERICAN GUILD OF ORGANISTS' POLICY AGAINST HARASSMENT

***Approved by AGO National Council November 6, 2018
amended March 24, 2020***

The American Guild of Organists (the “Guild”) is firmly committed to an environment free of sexual harassment and intimidation for all. We expect each member to adhere to the Guild’s Code of Ethics and this Anti-Harassment Policy (the “Policy”).

The Guild will not tolerate discrimination, harassment, or threatening or disrespectful behavior by any member against: another member, guests of members at Guild events, students, choir members, clergy, congregants, or members of the public.

Sexual harassment may include a range of subtle and not so subtle behavior and may involve individuals of the same or different gender. Depending on the circumstances, this behavior may include, but is not limited to: unwanted sexual advances; subtle or overt pressure for sexual favors; sexual jokes; innuendoes; advances or propositions; verbal, physical, or psychological abuse of a sexual nature; requests for sexual favors accompanied by implied or overt threats concerning the victim’s job or academic performance evaluation, a promotion or other job benefits or detriments; subtle or obvious pressure for unwelcome sexual activities; commentary about an individual’s body, sexual prowess or sexual deficiencies; leering, whistling, touching, pinching, assault, coerced sexual acts, or suggestive, insulting, or obscene comments or gestures; display or circulation in the workplace of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature; and hostile actions taken against an individual because of that individual’s sex, sexual orientation, gender identity and the status of being transgender. Sexual harassment also encompasses e-mail, social media, and telephonic communications between or among covered individuals.

Addressing Harassment

If any Guild Member witnesses, hears of, or experiences behavior which appears to violate the standards set forth in this Policy by one Guild Member against another Guild Member, such behavior should be brought to the attention of the Guild, which may, at its sole discretion, initiate or allow for proceedings to have a member removed from the Guild, pursuant to the Guild’s Discipline procedure.

If any Guild Member witnesses, hears of, or experiences behavior which appears to violate the standards set forth in this Policy by a Guild Member against a Non-Guild Member, the Guild encourages the Guild Member to report such conduct to the proper entities and/or parties, which may include an employer, academic or civil authorities, and law enforcement.

We strongly encourage every Guild Member to be part of the solution to the problems of harassment and discrimination by holding themselves, each other, and those they serve to these Policy standards and not remaining silent when these standards are ignored or abrogated. The Guild is committed to taking appropriate remedial measures to ensure that Guild Members and Non-Members who participate in Guild-sponsored events have the opportunity to enjoy the experience in an atmosphere that is free from sexual harassment and retaliation.

Guild Sponsored Events

The Guild strongly encourages any Guild Member or Non-Guild member (including, but not limited to participants, attendees, students, and volunteers at Guild-sponsored events) who witness conduct or speech (including electronic communication and social media) that violates the provisions of this Policy to immediately report the incident to the Guild by utilizing the complaint/reporting form available on the Guild's website at (<https://www.agohq.org/about-the-ago/guild-documents/>). Complaints will be treated in as confidential manner as possible and promptly investigated.