

Safe Space and Anti-Harassment Policy

Adopted: April 14,, 2018

Frontrunners Chicago (the “Organization”) strives to create a safe space for all of its members and visitors. Frontrunners Chicago affirms the right of all its members and visitors, as well as anyone else associated with the organization to be treated with respect and to be free of harassment and discrimination while participating in each and every organization activity wherever held, including digital and/or other media. Harassment or discriminatory behavior is any conduct that creates a hostile or threatening environment. Harassment, discriminatory behavior or “bullying” includes, but is not limited to hostile comments, name calling, unwanted physical or sexual contact, verbal harassment or unwanted innuendo, or other behavior that intentionally demeans a person based on her or his age, athletic ability, ancestry, color, disability, ethnic background, familial status, gender identity or expression, genetic information, national origin, race, religious creed, sex, or sexual orientation.

Frontrunners Chicago reserves the right to suspend, censure, or expel any member who does not abide by this Safe Space and Anti-Harassment Policy.

To report a possible violation of this, or any of Frontrunners Chicago’s policies, procedures, or practices, please see the President. If the possible violation is committed by the President, please speak to another Officer of the Board.