



## **POLICY STATEMENT Harassment / Bullying**

The American Legion Auxiliary Badger Girls State (ALABGS) strives to provide a safe, secure and respectful learning and living environment for all citizen participants and staff while attending its Americanism session. Harassment/Bullying has a harmful social, physical, and psychological impact on victims, perpetrators, bullies, and bystanders. Incidents of harassment/bullying or retaliation for the reporting of harassment/bullying will be addressed at ALABGS so that there is no disruption to the safe environment and the learning process of the session.

Any ALABGS staff member who has reasonable cause to suspect that a citizen participant has been harassed/bullied by an adult, or another citizen participant, shall immediately report such suspicion to the ALABGS executive director. Any staff member who observes citizen to citizen harassment/bullying of any form shall take reasonable action to stop the harassment/bullying and shall report the incident to the executive director.

There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

Upon receiving the report, the executive director will interview the person(s) who are the victim(s) of the harassment/bullying and collect whatever other information is necessary to determine the facts and the seriousness of the report.

The executive director of ALABGS may take disciplinary action up to and including expulsion from the remainder of the ALABGS session and/or referral to law enforcement officials for possible legal action as appropriate.