River Valley Agricultural Society

Policy Name	**Bullying and Harassment**
Policy Number	**001**
Date Approved	**September 08, 2026**

1. **POLICY STATEMENT**

1.1 River Valley Agricultural Society is committed to maintaining a safe and respectful environment for all individuals associated with the organization, including board members, volunteers, and any other external stakeholders. This Violence and Harassment Policy outline the organization's commitment to preventing and addressing violence and harassment.

2. **SCOPE**

2.1. This policy applies to all volunteers within **River Valley Agricultural Society** regardless of their position or role as well as any members, or other individuals that are interacting with **River Valley Agricultural Society** volunteers.

2.2. River Valley Agricultural Society will not tolerate violent, bullying, harassing, or discriminatory behaviour from internal or external volunteers, visitors or any others that attend any River **Valley Agricultural Society** events.

3. **DEFINITION OF BULLYING AND HARASSEMENT**

3.1. Bullying and harassment include any inappropriate conduct, comment, action, or gesture that is known or ought to be known to be unwelcome. This includes but is not limited to:

- **3.1.1.** Verbal abuse, insults, or derogatory comments
- **3.1.2.** Threats, intimidation, or humiliation
- **3.1.3.** Spreading malicious rumors or gossip
- **3.1.4.** Exclusion or isolation
- **3.1.5.** Cyberbullying (offensive or threatening emails, texts, or social media posts)
- **3.1.6.** Unwanted physical contact or aggressive behavior.
- **3.1.7.** Sexual harassment, including inappropriate jokes, comments, or advances.

4. **RESPONSIBILITIES**

4.1. Board of Directors:

- **4.1.1.** Lead by example in maintaining a respectful and inclusive environment.
- **4.1.2.** Address complaints of bullying or harassment promptly and fairly.
- **4.1.3.** Ensure that all members are aware of and adhere to this policy.

4.2. All Members:

- **4.2.1.** Treat others with respect and professionalism.
- **4.2.2.** Refrain from any behavior that could be considered bullying or harassment.
- **4.2.3.** Report any instances of bullying or harassment promptly.
- **4.2.4.** Conduct themselves in a manner that creates and supports a bullying, harassment, and discrimination free environment.

5. **REPORTING**

5.1. Any member who experiences or witnesses bullying or harassment is encouraged to report it to any member of the Board of Directors who they are comfortable speaking with.

5.2. Reports can be made in writing or verbally and will be overseen confidentially to the extent possible.

6. **INVESTIGATION AND CONSEQUENCES**

6.1. River Valley Agricultural Society will promptly investigate all complaints, ensuring fairness and impartiality.

6.2. If a complaint is substantiated, appropriate disciplinary actions may be taken, which could include warnings, suspension, or removal from **River Valley Agricultural Society.**

6.3. Retaliation or reprisals will not be tolerated against any individual who has, in good faith, complained under this policy or has provided information regarding a complaint. Any retaliation or reprisals are subject to immediate corrective action, up to and including suspension from the Society as per the Bylaws.

7. **TRAINING**

7.1. River Valley Agricultural Society will provide periodic training on this policy to ensure awareness and understanding.

7.2. Members will be encouraged to engage in discussions about respectful appropriate behaviour.

8. **DISCIPLINE**

8.1. The Board reserves the right to review a member's conduct, as outlined in the Code of Conduct, both internally and externally and can take appropriate disciplinary actions necessary to maintain the best interests of the Society up to and including termination of membership.

9. **REVIEW AND UPDATES**

9.1. The Board of Directors will annually review this policy to ensure its relevance and effectiveness.

9.2. Any updates to this policy will be communicated to all volunteers via email.

10. **APPROVAL** This policy has been reviewed and approved on September 08, 2026.



President