

A-team Harassment Policy

Harassment

Harassment is defined as unwelcome or unsolicited verbal, physical, or sexual conduct which creates an intimidating, offensive or hostile environment. Examples of what may be considered harassment, depending upon the circumstances, are:

- Questions or comments that unnecessarily infringe on personal privacy
- Offensive, sexist, off color, or sexual remarks, jokes, or slurs
- Propositions or comments that disparage a person or group on the basis of race, color, age, sex, pregnancy, gender, creed, disability, religion, national origin, ethnic background, military service, or citizenship
- Derogatory or suggestive posters, cartoons, photographs, calendars, graffiti, drawings, other materials, or gestures
- Inappropriate touching, hitting, pushing, or other aggressive physical contact or threats to take such action
- Unsolicited sexual advances, requests, or demands – explicit or implicit – for sexual favors
- Ethnic slurs, racial “jokes,” offensive or derogatory comments, or other verbal or physical conduct based on an individual’s race/color or national origin or because an individual is affiliated with a particular religious or ethnic group or because of physical, cultural, or linguistic characteristics
- Comments based upon cultural traits, clothing, or linguistic characteristics such as accent or dress associated with a particular ethnicity, country of origin, or religion
- Requirements or coercion to abandon, alter, or adopt a religious practice or subjection to unwelcome statements or conduct that is based on religion

We will not tolerate harassment by any Bridge City Church employees, team leaders, or team members.

If you are subject to harassment of any kind:

- Immediately report the conduct to your team leader, campus pastor, the church office, the Lead Pastor, or an elder
- We will not fire, demote, harass, or otherwise “retaliate” against an individual for filing a charge of harassment or discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination
- Anyone that observes conduct that can be deemed harassment is encouraged to report it before it becomes severe or pervasive
- BCC will promptly investigate all charges of violation of this policy
- The confidentiality of persons reporting violations will be respected so far as practicable in conducting an investigation of such claims
- If it is determined that harassment has occurred, we will take immediate and appropriate corrective action