

Denver Turnverein Anti-discrimination and Anti-harassment Policy  
Approved 11/14/2023

The Denver Turnverein, Inc. ("DT") (1570 N. Clarkson St., Denver, CO, 80218), a Colorado corporation, is dedicated to providing an inclusive environment, free from unfair discrimination and from Harassment, for everyone, regardless of race, color, religion, age, gender, gender expression or identity, disability, sexual orientation, citizenship status, or place of origin. DT does not tolerate Harassment in any form, nor does DT allow any unfair discrimination against any protected class at any DT dance, class, or other event ("Activity"), whether on or off DT premises. This policy applies to each and every person present at any DT Activity, including, without limitation, event organizers and DT staff.

"Harassment" is any activity or behavior that could reasonably be expected to make any individual or group feel uncomfortable, unwelcome, or unsafe. For the purposes of this Policy, Harassment includes, without limitation, any:

- Touches, sexual advances, acts of violence, assaults, or other conduct that is unwanted, uninvited, obscene, or otherwise offensive;
- Verbal remarks, including, without limitation, jokes, threats, and/or innuendos that are unwanted, uninvited, obscene, or otherwise offensive;
- Non-verbal behaviors including, without limitation, the distribution of unwanted printed or graphic material or obscene images, whether printed, digital, or any other format.

Harassment does not require malicious intent. The impacts on the person(s) reporting the Harassment will be addressed, regardless of intent, in appropriate cases. Behavior that, in the opinion of the reporting individual(s), impairs their ability to participate safely in DT Activities can constitute Harassment

Anyone who reasonably believes that they are subject to Harassment should take all reasonable steps to promote their own safety, including, if comfortable, informing the alleged harasser that the conduct is unwanted or unwelcome and must stop. Anyone who is asked to stop such behavior is expected to comply immediately. Anyone who feels that they have been

subject to Harassment or unfair discrimination and cannot safely and comfortably resolve the situation themselves is encouraged to contact a designated DT representative or to submit a report to (membership@denverturnverein.com). Any such report will be kept confidential by and among the DT board unless or until the reporter specifies otherwise or unless the behavior involves a matter that, in the sole discretion of DT, should be reported to law enforcement or to a third party.

Based on the overall nature of the reported behavior, actions taken by DT to stop it may include, without limitation, warning the alleged offender, temporarily or permanently suspending the alleged offender from all DT Activities, and/or contacting appropriate law enforcement. To the fullest extent possible, the DT Board and staff will assist any authority investigating alleged unfair discrimination or Harassment occurring at DT or DT Activity.