

## **Harassment Officer Policy**

Virginia Amateur Sports, Inc. (VAS) expressly prohibits any form of harassment or discrimination based on one's race, color, age, sex, religion, disability, genetic makeup, national or ethnic origin, sexual orientation, gender identity, immigration status, veteran status, and all other statuses protected by federal, state, and local law.

To help prevent harassment of any kind, including sexual harassment, VAS will appoint a designated "Harassment Officer" for each VAS event, regardless of event size. The Harassment Officer will be available ( or "on call") for the duration of the event and for one week after each event to receive and assist in VAS's response to complaints of harassment and discrimination, including sexual harassment and nonconsensual sexual activity. VAS will post the name and contact information (name, number, and email) for the designated event on the event page prior to the event kick-off. VAS will also try, when possible, to print the contact information for the designated Harassment Officer in each VAS event brochure. While there will be designated officers for each event, the VAS Executive Director will serve as a continuing supplemental Harassment Officer to receive complaints at any point while serving, including between events.

Primary: VAS President/Executive Director  
711-C 5<sup>th</sup> Street N.E.  
Roanoke, VA 24016  
540-685-4378  
JHeil@psychhealthroanoke.com

The VAS website will indicate this process at all times.

A complaint can come in any form and can be submitted by anyone (*e.g.*, spectator, volunteer, sports coordinator, athlete, etc.). Reports can be made orally and in writing and complainants have the option to remain anonymous.

All bona fide complaints will be investigated promptly and, to the extent possible, complaints will be kept confidential. VAS will take all reasonable measures to remediate harassment to the extent possible. VAS will also attempt to periodically follow-up with the complainant to ensure that the actions taken by VAS or any agents thereof to remedy any problems and that the issues that prompted the complaint have not recurred.