

BOEALPS Harassment & Retaliation Policy

I, _____, hereby acknowledge that I have read and understand the BOEALPS Harassment & Retaliation Policy. I understand that this policy prohibits any form of harassment, including but not limited to sexual harassment, racial harassment, religious harassment and other forms of discrimination. I understand that any violation of this policy may result in disciplinary action, removal from the BMC/BRC/ACC Class up to and including termination of membership in the BOEALPS club.

I hereby acknowledge I was in attendance on the first day of class and participated in the presentation presented to the BMC/BRC/ACC regarding the class's harassment policy. I acknowledge I was provided an opportunity to ask questions to ensure I had a clear understanding of the policy; my understanding is in alignment with the BMC Head Instructor.

Initials _____

I acknowledge that I am responsible for reporting any incidents of harassment or discrimination that I witness or experience to one or more of the following, BMC/BRC/ACC Head Instructor(s), any BMC/BRC/ACC instructor and/or the BOEALPS Executive Board. I understand that BOEALPS and the BMC will take all reports seriously and investigate them promptly and thoroughly.

I agree to abide by the BOEALPS Harassment & Retaliation Policy and to treat all class members with respect and dignity.

I hereby agree I will not:

1. Touch any other class and club members without their consent (this excludes any instance where physical contact is required to prevent injury or death).

Initials _____

2. Ask other class and club members out on dates multiple times after the first request is denied.

Initials _____

3. Make disrespectful comments regarding another class member's race, religion, or sexual orientation.

Initials _____

4. Retaliate against the BMC/BRC/BMC Head Instructor(s) or other class instructors, for not getting accepted into a course or for any decisions made regarding my participation in any club sponsored activities or classes.

Initials _____

I hereby acknowledge my involvement in the BMC/BRC/ACC is at the sole discretion of the BMC/BRC/ACC Head Instructor(s). I may request a meeting with the BOEALPS Executive Board and the Head Instructor, the Executive Board will only act as a mediator. The BMC/BRC/ACC Head Instructor(s) has the sole authority to remove anyone from the class and the Executive Board cannot override their final decision.

Initials _____

I understand that I am required to acknowledge and adhere to the BOEALPS Harassment & Retaliation Policy as part of the acceptance to the BMC/BRC/ACC. Refusal to sign this acknowledgement will be interpreted by the Head Instructor(s) as my decision to remove myself from the class. As such I am entitled to a full refund of my class fee, any fees paid as a BOEALPS Club membership are recognized as being non-refundable.

Name: _____

Signature: _____

Date: _____

BOEING EMPLOYEES Complete the Following

While participating in BOEALPS club activities I acknowledge I am additionally representing the Boeing Company. I hereby acknowledge ALL Boeing policies and procedures are applicable regarding my behavior while participating in BOEALPS Club activities.

I hereby acknowledge that in addition to the above I also understand any report of harassment against me can be reported to Boeing HR and/or Boeing Ethics.

A report submitted to Boeing can result in "HR Investigations" completing an investigation into the allegation. The Boeing HR Investigation findings may result in my employment with the Boeing Company being terminated.

Name: _____

Signature: _____

BEMS: _____

Date: _____