

Harassment Guideline

The United States Artillery Reserve, Inc.

1. Purpose

The United States Artillery Reserve, Inc., (hereinafter referred to as the Artillery Reserve) is committed to providing an environment for our members, officers, volunteers, associates and persons served by the Artillery Reserve that is comfortable, safe and free from harassment of any kind.

2. Definition

Harassment is any conduct that creates an intimidating environment that prevents an individual from effectively performing the duties of his or her position, or that adversely affects participation in Artillery Reserve activities.

Harassment can take many forms none of which are considered acceptable. It may be, but is not limited to: words, signs, jokes, pranks, intimidation, physical contact, or violence. Harassment does not have to be sexual in nature. Sexual harassment may include unwelcome sexual advances; requests for sexual favors or other verbal or physical contact of a sexual nature.

It is not the intent of the behavior by the offender that determines if harassment has occurred but whether the behavior is welcome by the receiver or persons at large.

3. Responsibility

All Artillery Reserve member units and individuals are responsible for helping keep our environment free of harassment, including the environment of the Artillery Reserve's associates with whom all members have contact. Acceptance or execution of harassment conduct cannot be made a condition of office or rank either implicitly or explicitly.

4. Complaint Procedure

Any member or associate of the Artillery Reserve, who has experienced harassment behavior in violation of this Harassment Guideline should report said incident to any Artillery Reserve elected or appointed officer or ranking officer of an Artillery Reserve member organization with who said member feels comfortable. When the Artillery Reserve representative(s) becomes aware of harassment, that individual and the Artillery Reserve are obligated to take prompt and appropriate action within their organization authority and capability, regardless of whether the victim wants the Artillery Reserve organization to do so.

5. Confidentiality

The Artillery Reserve, including all persons to whom a violation of this Harassment Guideline has been reported and persons who have become aware of a complaint,

must maintain confidentiality, to the extent possible given the need to investigate. All complaints shall be considered confidential to the maximum extent possible.

6. Retaliation

The Artillery Reserve, or any officer or member may not retaliate against any victim or witness who reports a violation of this Harassment Guideline. Any person who believes that he or she has been retaliated against should consult a ranking elected or appointed officer.

7. Alignment with the Artillery Reserve By-Laws

Adherence to this Harassment Guideline will be executed and aligned with the By-Laws of the United States Artillery Reserve, Incorporated.

8. Within Reason Exclusion

The Artillery Reserve is an association of Federal Civil War Artillery Reenacting Units formed as a non-political, non-profit, educational and memorial organization. Its purpose is to assist members in the preserving and commemorating aspects of American Heritage. Specifically, this organization reenacts the function of the Federal Light Field Artillery of the American Civil War Era.

As such, this requires actions associated with United States Army Artillery of the period including commands, orders and actions in line with a military organization. Actions taken by Artillery Reserve officers and enlisted personnel, when undertaken within the intent of the organization, may appear to be harassment in nature but are not necessarily so if conducted within the spirit of the historical portrayal being undertaken.

Adopted this 23rd day of March, 2019

James Lynch
President and Commander
United States Artillery Reserve, Inc.