



CODE OF CONDUCT/ANTI-HARASSMENT POLICY

Board Approval Date: 2021

Revisions:

The U.S. Society on Dams is committed to providing its employees, directors and officers, volunteers, members, independent contractors, and event participants (collectively, “covered persons”) with an environment that is free from harassment, in any form.

Harassment takes many forms, and may be, but is not limited to: works, signs, jokes, pranks, intimidation, physical contact, unwelcome sexual advances, requests for sexual favors, stalking, other verbal or physical contact of a sexual nature, vulgar or abusive language, or violence as it relates to race, national origin, religion, age, disability, gender, sexual orientation or any other classification protected by local, state or federal laws.

USSD will not tolerate any form of harassment of or by any individual. Any conduct by a covered person towards another covered person that is intimidating, hostile, offensive and/or specifically prohibited by law is prohibited. Any covered person engaging in such conduct will be subject to disciplinary action, which may include termination of USSD employment or as a contractor; revocation of USSD membership; immediate expulsion from USSD-sponsored events; removal as a director, officer, or volunteer; or other actions as may be deemed appropriate. Dependent on severity of violation, offending person may be permanently banned from USSD sponsored events.

The covered person(s) who believe that they have been the subject of any form of harassment should immediately report such conduct to the USSD Executive Director, or any member of the Executive Committee of the Board of Directors. Any covered person submitting a complaint must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of this policy. Any allegations that prove to have been made maliciously or knowingly to be false will be viewed as a serious offense and subject to the same sanction as if they had committed the offense.

USSD will promptly investigate all reports of harassment and will keep the identity of the covered person(s) making the report and all aspects of the report and investigation confidential to the greatest extent possible. USSD will take appropriate action(s) to remedy substantiated complaints.

Any covered person who in good faith reports an alleged violation of this policy will be protected from retaliation. A covered person who retaliates against someone who submits a complaint is subject to discipline, up to and including termination of USSD employment, loss of engagement, and/or revocation of USSD membership.

Conduct/Anti-Harassment Policy complaints alleging a violation by the USSD Executive Director shall be made to the USSD Board President.