



# National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 Newark, NJ 07102

www.nableo.org

## **N.A.B.L.E.O. Sexual Harassment Policy**

It shall be the policy of the **National Association of Black Law Enforcement Officers, Inc.(NABLEO)** that the sexual harassment of any member and guests is unacceptable and prohibited. It is important that **NABLEO** members and guests enjoy an environment free from implicit and explicit behavior used to control, influence, or affect the well being of any individual attending a **NABLEO** sponsored function.

Sexual harassment is the introduction of sexual activities, and sexual advances, requests for sexual favors, and other physical conduct and expressive behavior of a sexual nature. However, sexual harassment may also involve relationships among equals, as when repeated sexual advances or demeaning verbal behavior, or any hostile offensive, intimidating or intimidation, unwanted sexual behavior, humor or speech have a harmful effect and inhibits any individual's ability to participate in any **NABLEO** sponsored function.

It shall be the policy of the **National Association of Black Law Enforcement Officers, Inc.:**

- To provide an environment free from sexual harassment and/or harassment of any kind, and conducive to productivity.
- To prevent the occurrence of sexual harassment and/or harassment of any kind during **NABLEO** sponsored functions.
- To have zero tolerance for any kind of harassment, especially sexual harassment.

Any person who violates the aforementioned policy will be disciplined accordingly:

- Forfeit their privileges to attend all **NABLEO** sponsored functions, future **NABLEO** conferences **and membership**
- If a **NABLEO** member, their respective chapter organization will be notified of the violation.

Effective Date:       July 24, 2020