



Pacific International Kayak Association PO  
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## HARASSMENT POLICY

PIKA does not tolerate discrimination or harassment in any form and if it is found to have taken place will result in the revoking of the perpetrator's membership. Sexual harassment is defined as any unwelcome sexual advance, request for sexual favours, or any other unwelcome verbal or physical conduct of a sexual nature. Sexual harassment can be verbal, visual, physical or communicated in writing or electronically. Examples of conduct which may constitute sexual harassment include, but are not limited to: requests for sexual favours involving physical contact such as hugging, rubbing, touching, patting pinching or brushing another person's body without consent. It can also include sexual jokes that make the recipient or the group feel uncomfortable.