

Rotary's Code of Conduct - Education - Content



Rotary's Code of Conduct - What is harassment?

Here are some examples:



Using insulting words, whether spoken or written, including in email or on social media.



Bullying, including verbal or physical threats or intimidation, based on the characteristics listed above.



Making derogatory remarks on social media or in email.



Engaging in gossip, including insulting statements about people's private lives that could damage their reputations.



Deliberately impeding a person's movements.



Asking questions or making comments about a person's sexual activity or experiences.



Making jokes or using derogatory language about the characteristics listed above.



Making or threatening unwelcome physical contact, such as brushing against, embracing, or pinching.

Rotary's Code of Conduct - What is harassment?

Here are some examples:



Making unsolicited comments about a person's attractiveness or appearance.



Leering or whistling.



Using, displaying, or sharing sexually suggestive or offensive words, objects, pictures, articles, letters, emails, texts, or websites.



Making references to age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, or gender identity

It's important for all leaders to take any allegation of harassment seriously and address the situation.

Rotary's Code of Conduct - Creating a harassment-free environment



Making sure that your meetings and social events are free from harassment is something everyone should be a part of. The introduction to this course and the section that defines harassment discussed Rotary's commitment to preventing harassing behavior. District leaders, including governors, assistant governors, and committee chairs, must work with their clubs to maintain an environment that promotes safety, courtesy, dignity, and respect for all. The leaders of Rotary Action Groups and Rotary Fellowships are held to that same standard.



Rotary's Code of Conduct - Creating a harassment-free environment



Here are some steps that club and district leaders can take to create a harassment-free atmosphere. Rotary Action Group and Rotary Fellowship leaders should adapt these steps to the structure and activities of their groups.

1. Club leaders should discuss Rotary's policy on creating an environment free of harassment (included in its entirety at the end of this course) at a club board meeting, and determine how you want to talk about it with members.
2. Talk about the policy at your club assembly. Before starting the discussion, set a list of rules that everyone agrees on to guide what could be an uncomfortable discussion. Some possible rules: talk about your own experiences and feelings, ask questions in a way to help you understand, and have only one person speak at a time.



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3. Club leaders should acknowledge any instances in the past that would have qualified as harassment and make it clear that such behavior will not be accepted.
4. Club and district leaders should emphasize the message that Rotary will not tolerate harassment.
5. Members should feel empowered to stand up to harassment when it's occurring and report it to law enforcement officials or to club or district leaders if necessary.

Rotary's Code of Conduct - Creating a harassment-free environment



6. Club leaders should tell members how club or district leaders will respond to reports of harassment.

7. Reiterate that it is everyone's responsibility to create a harassment-free environment.

Rotary's founding ideal of bringing together leaders of different backgrounds in order to improve their communities can be accomplished only in a safe, harassment-free environment.

Rotary's policy on harassment



The course in original is called” *Preventing and Addressing Harassment*” and is available at [Course Catalogs - Rotary Learning Center](#)
Then search for Preventing and addressing harassment

You must be logged in at <https://my.rotary.org/en/>

The course design/layout and comments:
Lars-Erik Rydbrant
Järfälla Rotaryklubb - Sweden
Mail: rydbrant@telia.com

Edited for the Peaceful Universe project

<https://peaceful-universe.org/> <https://jarfalla.rotary2355.se/sv/>