



Minnesota Home Brewers Association
established 1986
mnbrewers.com

Policy on Harassment

The Minnesota Home Brewers Association (MHBA) is committed to fostering and upholding an environment in which all individuals are treated with respect and dignity. Each individual has the right to expect a safe atmosphere at all MHBA functions that prohibits discriminatory practices, including harassment. Therefore, MHBA expects that all relationships involving the Club will be free of bias, prejudice, discrimination, and harassment.

In order to keep this commitment, MHBA maintains a strict policy of prohibiting harmful harassment of any kind, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability, or any other immutable characteristic. This policy applies to all MHBA Club members, including members of the MHBA Board, and non-Club members involved by virtue of MHBA activities or official relationships.

Sexual harassment of Club members, non-Club members, or affiliates is prohibited. This includes:

1. Repeated, unwelcome sexual suggestions or physical contact at any time during Club-sponsored or related activities.
2. Unwelcome sexual language or images at Club meetings or other Club-sponsored activities.
3. Use of Club contact information to make repeated, unwelcome personal, or sexual suggestions outside of Club-sponsored activities.
4. Demands for sexual favors explicitly or implicitly conditioned in a transgressive manner.
5. Retaliation for having reported or threatened to report harassment.

Club members who violate this policy are subject to discipline up to and including the possibility of immediate removal from the MHBA.

Any club member or other person who believes they have been harassed in their capacity of their involvement in the MHBA should report the facts of the incident to the President Emeritus of the MHBA. If the allegation is directed against the President Emeritus, harassment claims should be reported to the club Vice-President.



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Upon receipt of a complaint, the President Emeritus or Vice-President will undertake a prompt, thorough, objective, confidential, and good-faith administrative inquiry of the allegations with the At-Large Members of the MHBA Board (minus any accused party). If a majority of the At-Large Members (minus any accused party) votes it is more likely than not that harassment occurred, the accusation will be considered substantiated.

If there are substantiated allegations of harassment, the MHBA At-Large Board Members (minus any accused party) will decide upon effective remedial action depending upon the circumstances. If the accused individual is removed from the club, their dues will be considered forfeited.

Club officers are expected to hew a higher standard of ethical conduct.

Club members and other individuals will not be retaliated against for filing a complaint and/or assisting in a complaint or administrative inquiry process. Further, the MHBA will not tolerate or permit retaliation against any complainant or anyone assisting in an administrative inquiry.

This document was last updated May 18, 2021 and has been approved by a majority of the MHBA Board.