

## **JOINT POLICY REGARDING HARASSMENT WITHIN THE AHEPA DOMAIN**

The AHEPA family of organizations (ORDER of AHEPA, Daughters of Penelope, Sons of Pericles and Maids of Athena) is committed to providing a professional working and social environment for all. No member of the AHEPA family shall be the subject of any insulting, degrading, exploitive or harassing actions by any other member.

In particular, no form of sexual harassment will be tolerated, including but not limited to the following actions:

- Unwelcome sexual advances or language
- Threats, demands or suggestions that a member's status or advancement is contingent upon his or her toleration of, or acquiescence to, any form of harassment
- Retaliation or threat thereof for complaining about any form of harassment.

Any form of harassment should be immediately reported to the applicable Chapter President or if occurring at an AHEPA family event, to a ranking officer, with contemporaneous reporting to the Supreme President and Executive Director of AHEPA and the Grand President and Executive Director of the Daughters of Penelope, and the AHEPA Supreme Counselor, all care of National Headquarters. The telephone number for National Headquarters is (202) 232-6300 and the email address is [ahepa@ahepa.org](mailto:ahepa@ahepa.org).

All complaints will be addressed in a sensitive, professional, transparent and timely fashion, and appropriate corrective and/or disciplinary action, in accordance with the Constitution of the applicable organization, shall be taken to remedy any violation of this policy or such Constitution.