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Policy to Prohibit Discrimination and Harassment

The Georgia Council of Teachers of Mathematics (GCTM) is committed to providing a working environment free from discrimination and to prohibit harassment of its volunteers and members, including sexual harassment.

The Georgia Council of Teachers of Mathematics will implement the policy to fully comply with applicable federal, state and local laws, rules and regulations in the area of nondiscrimination and harassment.

Sexual harassment is defined as any unwelcome or unwanted sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature from someone in the event space that creates discomfort and/or interferes with the activity.

Conduct constitutes harassment when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's involvement in organization approved activities;
- Submission to or rejection of such conduct by an individual is used as the basis for involvement decisions and/or retaliation; or
- Such conduct has the purpose or effect of interfering with an individual's activity performance or creating an intimidating, hostile or offensive activity environment.

Harassment due to race, religion, sex, gender identity, sexual orientation, national origin, disability, age, and military or veteran status will not be tolerated in the GCTM organization or in any GCTM sponsored event.

Such conduct is subject to discipline, up to and including termination or removal. Any volunteer or member who believes he or she is a victim of harassment must immediately report any incident to the President or Executive Director.

GCTM will not tolerate retaliation against any volunteer or member who complains of harassment or provides information in connection with any such complaint.

The Georgia Council of Teachers of Mathematics is an equal opportunity organization.

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