

Anti-Harassment Policy

On March 18, 2016 Generator adopted an anti-harassment policy. The policy has a trial period that expires on December 31st, 2016. Additions and updates to the policy will be evaluated and amended at that time.

Generator, Inc. is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of people at our events or space in any form.

All members are expected to be aware of federal safety and harassment free workplace guidelines, which are posted in the lounge area.

Harassment includes offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, and sexual images in public spaces as well as deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

People asked to stop any harassing behavior are expected to comply immediately. People violating these rules may be sanctioned or expelled from the space or the event at the discretion of any Generator member. If you wish to report harassment anonymously or privately, you can fill out an incident form at the front desk or send a message to director@generatorvt.com.

The first violation of this policy will result in a warning and temporary suspension of membership until the incident is resolved. A second violation will result in a suspension of membership until Generator's Safety and Operations Committee has had the opportunity to meet with the offending member to resolve the issue. A third violation will result in permanent suspension from Generator.

This harassment policy is issued on a trial basis, effective March 18, 2016 to December 31, 2016. If you would like to improve or adapt this policy in any way, please email director@generatorvt.com.

Generator Harassment Report

Date: _____

Name: _____

Location of incident: _____

1) Please indicate the nature of this report:

Shop safety

Personal safety

Substance abuse

Harassment

If other, please describe: _____

2) If known, and to the extent you are comfortable, please list the individuals involved:

3) On a scale of 1 to 5 (1 is least, 5 is greatest) please indicate your sense of the severity of the incident to you:

1 2 3 4 5

4) Please describe where the incident took place:

5) Please describe the incident that took place:

6) Is there anything else you would like to report?