Proposed Bylaws Amendments to be Voted on September 16th

Article III: Members

3.7 DACN recognizes the right of all DA members to volunteer in an environment free of harassment and to attend events free of harassment. DACN will consider behavior to be harassment when such conduct has the purpose or effect of unreasonably creating an intimidating, hostile, or offensive environment for DA members or volunteers, or interfering with a volunteer’s performance. Harassment can include behavior or communications (verbal or non-verbal) and can include statements or actions that are offensive or objectionable to the recipient, cause the recipient humiliation, or interfere with the recipient’s ability to participate in an event or activity. Sexual harassment occurs where the perpetrator engages in unwanted conduct of a sexual nature and that conduct has the purpose or effect referred to above. DACN Board members will be held responsible for protection of the entity. Any reports, consequences, and situations regarding harassment and sexual harassment will be dealt with seriously.