



THE PERSHING RIFLES GROUP
500 WESTOVER DRIVE #1400
SANFORD, NC 27330

REPLY TO THE ATTENTION OF:
PRG-DCE

7 December 2017

MEMORANDUM FOR RECORD

SUBJECT: Pershing Rifles Group Sexual Harassment Policy

1. **POLICY:** Sexual harassment is strictly forbidden in the Pershing Rifles Group (PRG). This policy affects all member organizations under the Pershing Rifles Group. Sexual harassment of any kind is strictly against the values of the organization and violating this policy may result in expulsion from the organization, revocation of charter, and referral to the university and local authorities.

2. Sexual harassment is defined as unwelcome conduct of a sexual nature that interferes with another's tasks or creates an intimidating, hostile, or offensive environment. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example:

- A. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's status within the organization,
- B. submission to or rejection of such conduct by an individual is used as the basis for organizational decisions affecting such individual, or
- C. such conduct has the purpose or effect of unreasonably interfering with an individual's tasks or creating an intimidating, hostile or offensive working environment.

Examples of sexual harassment include, but are not limited to:

- A. Physical assaults of a sexual nature such as rape, sexual battery, molestation, or attempts to commit these assaults. Intentional physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, or brushing against another's body.
- B. Unwelcome sexual advances, propositions or other sexual comments, such as sexually oriented gestures, noises, remarks, or jokes about a person's sexual orientation or sexual experience.
- C. Preferential treatment or promises of preferential treatment to another for submitting to sexual conduct, including soliciting or attempting to solicit any person to engage in sexual activity for compensation or reward.
- D. Subjecting, or threatening to subject, another to unwelcome sexual attention or conduct or making another's life more difficult because of sexual orientation or experience.
- E. Using hierarchy or rank within the organization to make sexual propositions.

3. The PRG has a zero-tolerance policy against retaliation against good faith complaints. Any retaliation against a person who has made a good faith complaint will be grounds for dismissal from the organization.

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4. If anyone believes that he or she has been subject to sexual harassment, or has witnessed sexual harassment, he or she is required to report the incident to the Pershing Rifles Group Chief Executive Officer and Chief Administrative Officer via email at ceo@theprgroup.org and administration@theprgroup.org, or via phone at (531) 333-2525.

FOR THE CHIEF EXECUTIVE OFFICER:

A handwritten signature in black ink, appearing to read 'S. Zagorski', with a stylized flourish at the end.

S. CRAIG ZAGORSKI
Deputy Chief Executive Officer
The Pershing Rifles Group