

# MBS ANTI-HARASSMENT & ANTI-DISCRIMINATION POLICY

Approved by the MBS Board on September 7, 2022

## ACTIVITIES

The Michigan Button Society believes in ensuring that its activities are carried out in a harassment free environment in which all people respect each other and work together in promoting and enjoying the hobby of button collecting. The MBS is firmly committed to the principle that each person deserves to be treated with dignity and respect. Any harassing behavior towards any member of the MBS or towards any member of the public at an MBS function\* is not acceptable and shall not be tolerated. "Harassment" is any conduct or comments, verbal or written\*\*, which are intimidating, threatening, demeaning, abusive or constitute discrimination on a legally prohibited ground.

Should any member of the MBS or any of its affiliate clubs engage in harassing behavior towards another person, that member shall be asked to immediately stop such behavior. If the member persists in the behavior, the member may be asked to leave; and that member, and the particulars of the incident, shall be reported to the Board of the MBS, and the Board may impose such sanctions as deemed necessary. If any member of the public engages in harassing behavior towards another person at an MBS function, that person shall be asked to immediately stop such behavior. If the person persists in the abusive behavior, the person shall be required to leave the MBS function immediately.

It is the responsibility of all members of the Michigan Button Society to ensure that people do not engage in or persist in any behavior which constitutes harassment.

\* *"MBS function" includes any part of an MBS venue or those of its affiliate clubs - guest rooms, restroom, meeting rooms, showroom, hallways, restaurants, swimming pools, parking lots, etc.*

\*\* *This includes abusive comments sent via email, telephone, social media, or any other manner in which the MBS Board finds disrupts the equilibrium of MBS events or every day operation of the society.*

## PUBLICATIONS

As part of the commitment to provide a harassment free environment, the Michigan Button Society is committed to providing publications which are respectful and harassment free. MBS is firmly committed to the principle that each person deserves to be treated with dignity and respect. All text and imagery shall be respectful towards every member of the public.

Comments, images, symbolism or expressions of speech shall not be intimidating, threatening, demeaning, abusive or constitute discrimination on any legally prohibited ground. No MBS publication shall contain or reprint historical comments, labels, symbolism or expressions of speech which could be interpreted as disrespectful.