



**GREATER  
NASHVILLE  
REALTORS®**  
SINCE 1891

## **GREATER NASHVILLE REALTORS® HARASSMENT AND DISCRIMINATION POLICY**

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### **Introduction**

Greater Nashville REALTORS® (Association) has adopted a zero-tolerance policy toward discrimination and all forms of unlawful harassment, including but not limited to sexual harassment, and other forms of behavior defined below. This zero-tolerance policy means that no form of unlawful discriminatory or harassing conduct by or towards any employee, member, vendor, or other person in our workplace, jobsites, and/or events will be tolerated.

Intimidating, threatening or excessively rude communication and actions toward Association staff is also specifically prohibited. The Association is committed to enforcing its policy at all levels within the Association. Any officer, director, appointed committee chair, manager, supervisor, member or employee who engages in prohibited discrimination or harassment will be subject to discipline, up to and including immediate discharge from employment or removal from leadership or membership for a first offense.

### **Conduct Covered**

This policy applies to and prohibits all forms of illegal harassment and discrimination, not only sexual harassment. Accordingly, the Association absolutely prohibits harassment or discrimination based on sex, age, disability, perceived disability, marital status, personal appearance, sexual orientation, gender identity, race, color, religion, national origin, veteran status or any other legally protected characteristic. Intimidating, threatening or excessively rude communication and actions toward Association staff is also specifically prohibited.

### **Sexual Harassment**

Because confusion often arises concerning the meaning of sexual harassment in particular, it deserves special mention. The following applies to employees, volunteer leaders as well as all members of the association. Sexual harassment may take many forms, including the following:

- Offensive and unwelcome sexual invitations, whether or not the employee submits to the invitation, and particularly when a spoken or implied quid pro quo for sexual favors is a benefit of employment or continued employment;
- Offensive and unwelcome conduct of a sexual nature, including sexually graphic spoken comments; offensive comments transmitted by e-mail or another messaging system; offensive or suggestive images or graphics whether physically present in the workplace or accessed over the Internet; or the possession of or use of sexually suggestive objects; and
- Offensive and unwelcome physical contact of a sexual nature, including the touching of another's body; the touching or display of one's own body, or any similar contact.

### **Computer Messaging and Information Systems**

Employees and association volunteer members are particularly cautioned that the use of e-mail, voice mail, or other electronic messaging systems, or the Internet, may give rise to liability for harassment.

Employees and association volunteer members may not generate, should not receive, and must not forward, any message or graphic that might be taken as offensive based on sex, gender, or other protected characteristic. This includes, for example, the generation or forwarding of offensive "humor" which contains offensive terms.

Employees receiving offensive messages over the Association's computer equipment, or receiving other unlawfully offensive messages or graphics over the Association's computer equipment, should report those messages to their supervisor or other appropriate manager. Employees are reminded that the Association's computers and the data generated on, stored in, or transmitted to or from the Association's computers remain the property of the Association for all purposes. The Association retains the right to monitor its computers, computer systems, and networks to ensure compliance with this requirement.

Association volunteers receiving offensive messages over the Association's computer equipment, or receiving other unlawfully offensive messages or graphics over the Association's computer equipment, should report those messages to the CEO, Board President and/or association general counsel. Association volunteers are reminded that the Association's computers and the data generated on, stored in, or transmitted to or from the Association's computers remain the property of the Association for all purposes. The Association retains the right to monitor its computers, computer systems, and networks to ensure compliance with this requirement.

### **Reporting Procedures**

Any Association employee who believes that she or he has been subjected to unlawful harassment, discrimination or sexual harassment of any kind has the responsibility to report the prohibited behavior immediately to her or his supervisor. If the employee is uncomfortable

reporting the harassment to her or his immediate supervisor (whether because the supervisor has committed the harassment, or for any other reason whatsoever), the employee must report the harassment to the next higher level of management above the immediate supervisor or, if the employee prefers, to the CEO or Board President.

Any Association volunteer member or member who believes that she or he has been subjected to unlawful harassment, discrimination or sexual harassment of any kind during volunteer work or attending sponsored events with Greater Nashville REALTORS® has the responsibility to report the harassment immediately to the Board President or CEO. If it is the Board President or CEO who is being reported for the prohibited behavior, they should report the harassment, discrimination or sexual harassment to the next highest ranking volunteer member or the association general counsel.

The Association is committed to taking all reasonable steps to prevent harassment, discrimination or sexual harassment and will make every reasonable effort promptly and completely to address and correct any harassment that may occur. However, the Association cannot take prompt and effective remedial action unless each employee or volunteer member assumes the responsibility of reporting any incident of harassment immediately to an appropriate supervisory employee or appropriate person within the association. The Association will provide training on no less than an annual basis to staff, officers and directors, and volunteer members on this issue.

Every report of harassment, discrimination or sexual harassment will be investigated promptly and impartially, with every effort to maintain employee and volunteer or member confidentiality. The complainant and the accused will be informed of the results of the investigation. If the Association finds that its policy has been violated, it will take appropriate corrective and remedial action, up to and including discharge of offending officers or employees, and/or similarly appropriate action towards offending vendors, contractors, or members. Action against members may include discipline up to expulsion from membership. The Executive Committee of the Board of Directors, in conjunction with the General Counsel, will make the final determination concerning the imposition of discipline.

### **Reporting Without Fear of Retaliation**

No Association employee will be retaliated against for reporting harassment. This no-retaliation policy applies whether a good faith complaint of harassment is well founded or ultimately determined to be unfounded.

No Association officer, director, manager or supervisor is authorized, or permitted, to retaliate or to take any adverse employment action whatsoever against anyone for reporting unlawful harassment, or for opposing any other discriminatory practice in the workplace.