

**Greater Shelby Kennel Club**  
**Policies on Anti-Discrimination and Anti-Sexual Harassment**

It is the policy of the Greater Shelby Kennel Club (the “Club”) not to discriminate against any member or applicant for membership on the basis of race, color, religion, gender, sexual orientation, national origin, disability, age, or being a disabled veteran or veteran of the Vietnam Era. This policy extends to participation in any licensed AKC events hosted by the Club, as well as all other Club activities and events. Discrimination will not be tolerated and will be grounds for disciplinary action in accordance with Article VI of the Bylaws.

Greater Shelby Kennel Club unequivocally opposes the sexual harassment of its members or participants in its activities by any other person. Sexual harassment will not be tolerated and will be grounds for disciplinary action in accordance with Article VI of the Bylaws. In accordance with federal regulations, sexual harassment is defined as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's membership;
- 2) submission to or rejection of such conduct by an individual is used as the basis for membership decisions affecting that individual; or
- 3) such conduct has the purpose or effect of unreasonably interfering with an individual's performance of his or her duties, or creating an intimidating, hostile, or offensive environment.