



## Women's Ohio State Golf Association

Policy No: 2017-02, VOLUNTEER PROFESSIONALISM and NON-HARASSMENT

Purpose: To set a standard for conduct by volunteers

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Volunteers are an integral part of the Women's Ohio State Golf Association (WOSGA) and critical to the success of all Championships. Volunteers are expected to conduct themselves consistent with the WOSGA's policies, guidelines, and cultural standards. The WOSGA requires volunteers to dress appropriately and keep cell phone use to a minimum while volunteering. WOSGA volunteers must also respect host club rules and regulations and refrain from unnecessarily disrupting players.

The WOSGA does not tolerate any form of harassment. Specifically, all WOSGA volunteers should refrain from engaging in any harassment of any sort, which is defined as but is not limited to:

Harassment is defined as conduct relating to an individual's protected characteristics (e.g., sex, race, color, religion, age, disability, national origin, genetic information, sexual orientation, gender identity or expression, citizenship, pregnancy, veteran status, marital status or any other protected characteristics), which is severe or pervasive enough to make a reasonable person possessing the characteristic believe that the conditions of volunteering are altered and the working environment is hostile or abusive, or unreasonably interferes with the individual's work performance.

All volunteers shall not engage in activity as described above towards any other volunteer, spectator, player or official.

Any volunteer who believes that he or she has been harassed by another individual at the tournament situs, other volunteers or anyone associated with the WOSGA or who believes that another volunteer is being subjected to such harassment or engaging in a course of harassment, shall immediately report the questionable circumstance, act, omission or situation to the highest ranking WOSGA volunteer at the event.

All volunteers shall be subject to the requirements as set forth in all WOSGA Policies and Guidelines which may be amended from time to time as the Executive Board deems necessary.

Approved by a majority vote of the Executive Committee: 07/3/2017

Revised by a majority vote of the Executive Committee: 03/20/2018

Revised by a majority vote of the Executive Committee: 05/12/2021