

Greater Las Vegas Association of REALTORS®
Las Vegas REALTORS®
POLICY 100-6

SUBJECT: Harassment Prevention

SOURCE: Board of Directors

It is the policy of the Greater Las Vegas Association of REALTORS® that:

Zero Tolerance Policy for Harassment of Any Type

The Greater Las Vegas Association of REALTORS® is proud of its work environment in which all individuals, Association Members, employees, staff, vendors, contractors, customers and visitors are treated with respect and dignity. Each individual has the right to function and work in a professional atmosphere that promotes equal opportunities and prohibits discriminatory practices, including harassment. Harassment, either intentional or unintentional, is a form of illegal discrimination.

Definition of Harassment¹

For purposes of this policy, the term “harassment” includes, but is not limited to, threatening, belittling, obscene or offensive language, jokes, or other verbal or physical conduct, visual blatant intimidation, group intimidation/bullying NRS 388.135, cyber bullying, which unreasonably interferes with work performance by creating a hostile, intimidating or offensive volunteer or work environment for Volunteers and employees. Additionally, The Greater Las Vegas Association of REALTORS®, will not tolerate any form of harassment based on race, sex, religion, color, national origin, age, disability, sexual orientation, gender identity or any other protected class recognized under the law.

1. submission to or rejection of this conduct by an individual is used as a factor in decisions affecting hiring, evaluation, retention, access to training, promotion or other aspects of employment or participation in a GLVAR sponsored function; or
2. such conduct substantially interferes with job performance or creates an intimidating, hostile or offensive work environment or an intimidating, hostile or offensive environment at GLVAR sponsored functions or events.

¹ Sexual harassment is only one form of harassment against a protected class.

Examples of Illegal Sexual Harassment May Include, But Are Not Limited To:

- Unwanted sexual advances or unwanted sexual comments; demands for sexual favors, whether in exchange for favorable treatment, continued employment or participation in a GLVAR sponsored function;
- Threats and demands to submit to sexual requests in order to obtain or retain any employment benefit or participation in a GLVAR sponsored function and while traveling for GLVAR;
- Verbal conduct such as epithets, derogatory or obscene comments, slurs or sexual invitations, sexual jokes, propositions, suggestive, insulting or obscene comments or gestures or other verbal abuse of a sexual nature;
- Graphic, verbal commentary about an individual's body, sexual prowess or sexual deficiencies;
- Flirtations, advances, stalking, leering, whistling, touching, pinching, assault, coerced sexual acts or blocking normal movements;
- Visual conduct such as derogatory or sexual posters, photographs, cartoons, drawings or gestures or other displays of sexually suggestive objects or pictures in the workplace or at GLVAR sponsored functions or events;
- Conduct or comments consistently targeted at only one gender, even if the content is not sexual.

These behaviors are unacceptable in the workplace itself and in other GLVAR work-related settings.

Ways to Avoid All Types of Harassing Conduct

All Association Members of The Greater Las Vegas Association of REALTORS® are responsible for following this policy and maintaining a work environment that is free from all types of harassment. Often the best way to stop offensive conduct is to simply tell the person/s of your objection to it. The Greater Las Vegas Association of REALTORS® encourages you to do so.

Even if no one has told a harasser that his/her conduct is offensive, the harasser may still be subject to discipline as set forth in this policy. To avoid the risk of violating this Policy, Association Members will want to follow these guidelines:

- Remember that another individual may consider touching to be unwelcome or offensive.
- Racial, religious, ethnic, age-related and sexual jokes and epithets have no place in the work environment or at work-related functions or events.
- Compliments to others should be kept general.
- Drinking impairs good judgment. When at work related social functions or events, whether on or off the premises, avoid having one drink too many.
- Do not behave in a way you would not want your spouse, significant other, children or clergy to witness.

Individuals Covered Under the Policy

This policy covers all individuals in the GLVAR workplace or at GLVAR related events or functions. The Greater Las Vegas Association of REALTORS® will not tolerate, condone or allow harassment, whether engaged in by Association Members, employees, supervisors, or by representatives who are involved in a GLVAR sponsored event or function. The Greater Las Vegas Association of REALTORS® encourages reporting of all incidents of harassment, regardless of who the offender may be, or of the offender's relationship to GLVAR.

Reporting A Complaint

The steps proscribed in Policy 100-6C will apply to all complaints under this Policy 100-6.

Last Revision: August 15, 2024