

## USGA NON-HARASSMENT POLICY FOR VOLUNTEERS

The USGA does not tolerate any form of workplace harassment, including but not limited to, sexual harassment. 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. USGA takes matters relating to harassment very seriously and violation of this policy may result in immediate termination of your volunteer duties.

In the context of sexual harassment, such harassment includes the previously defined conduct when based on the individual's gender. Such conduct may include unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, by either a male or female towards either a male or female or group, when submission to the conduct is, either explicitly or implicitly, a term or condition of an individual's volunteering opportunity, or submission to or rejection of such conduct by an individual, is the basis for certain volunteering decisions affecting such individual. Sexual harassment also includes "hostile work environment," where the harassment creates an offensive and unpleasant working environment.

Harassment, including sexual harassment, may include, but is not limited to (1) sexual flirtations, touching, advances or propositions; (2) verbal abuse based on an individual's personal characteristics described above; (3) graphic or suggestive comments about an individual's anatomy; (4) degrading and discriminatory or stereotypical words to describe an individual; (5) display of sexually explicit, discriminatory or suggestive objects or pictures, including nude pictures.

All volunteers are responsible for maintaining a workplace that is free from any form of workplace harassment. Volunteers are expected to personally act in a positive manner and to report any incidents of harassment.

Any volunteer who believes that he or she has been harassed by a supervisor, other volunteers or anyone associated with the USGA or any of its vendors, or who believes that another volunteer is being subjected to such harassment, should report the situation immediately to his/her supervisor, any of the volunteer chairs or any member of the USGA People or Legal team. You can also directly contact *Steven Schloss*, USGA's Chief People Officer, at [SSchloss@USGA.org](mailto:SSchloss@USGA.org). Confidentiality of the complaint will be maintained to the extent possible.

You may also report an incident directly to USGA's Speak Up resource by phone or online. Speak Up is a 24-hour, free ethics hotline available to all USGA associates as well as its partners, suppliers and customers to ask questions or raise concerns about compliance or ethics. Speak Up calls are answered by an independent third party with expertise in handling hotline calls. You may call the Speak Up hotline number at (855) 874-2744 or access their website by going to [www.usga.ethicspoint.com](http://www.usga.ethicspoint.com). The information will be kept confidential, except as needed to conduct a full, fair investigation. *You may remain anonymous, and your identity, phone number or IP address will not be recorded or included in any report that is provided to USGA.*

USGA strictly prohibits retaliation against anyone who makes a complaint or participates in an investigation of a complaint of harassment that are made in good faith.