

**The Propeller Club Liverpool - Anti-Harassment Policy**

By joining The Propeller Club Liverpool, you agree to abide by this Anti-Harassment Policy.

**Introduction**

The Propeller Club Liverpool is committed to providing a safe and welcoming environment for all members and guests at our events. Harassment of any kind will not be tolerated. This policy outlines the types of behaviour considered harassment, the reporting process, and potential consequences for those who violate this policy.

**What is Harassment?**

Harassment is any unwelcome conduct that is based on a person's race, colour, religion, national origin, sex (including pregnancy), sexual orientation, gender identity or expression, age, marital status, veteran status, or disability. Harassment can be verbal, nonverbal, physical, or visual, and may include:

* Verbal abuse, threats, or intimidation
* Offensive comments
* Unwanted physical contact or advances
* Following or stalking
* Lewd or offensive gestures

**Reporting a Complaint**

Anyone who experiences or witnesses harassment at a Propeller Club Liverpool event should report the incident immediately. Reports can be made to any member of the club's management team, either verbally or in writing.

All reports will be taken seriously and investigated promptly.

**Investigation Process**

The Propeller Club Liverpool will conduct a fair and impartial investigation of all reported harassment complaints. The investigation may include interviews with the reporting party, the accused, and any witnesses.

**Possible Actions**

Depending on the severity of the harassment and the findings of the investigation, the Propeller Club Liverpool may take a variety of actions, including:

* Issuing a verbal or written warning
* Temporary or permanent suspension of membership
* Reporting the incident to the appropriate authorities

**Confidentiality**

The Propeller Club Liverpool will maintain confidentiality throughout the complaint and investigation process to the greatest extent possible.

**Events Outside Official Hours or Premises:**

The Propeller Club Liverpool cannot be responsible for incidents which occur after its official events conclude.

**Review & Updates**

This policy will be reviewed and updated periodically to ensure it remains effective.

**Contact Information**

For any questions or concerns regarding this policy, please contact a member of the Propeller Club Liverpool Management team.

**The Management Team**

**Propeller Club Liverpool**