



Sexual Harassment Policy

Sexual Harassment Policy

March 2025

To be reviewed March 2029

Sexual Harassment Policy

It is the policy of Saber Academy that sexual harassment of instructors, students, visitors, or any other participants to the class, or in any other Saber Academy activities, is unacceptable in any form and will not be tolerated in any way.

Sexual harassment may include, but is not necessarily limited to:

- Unwelcome sexual advances
- Requests for, or pressure to engage in sexual activity, whether subtle or direct
- Seeking sexual attention, with implicit or explicit threats or rewards
- Unwelcome physical contact
- Sexual jokes or offensive sexual language
- Leering at or making comments about a person's body, appearance, or clothing
- Displaying pictures or objects that have women or men depicted as sexual objects
- Other verbal, visual, or physical conduct of a sexual nature, or directed at a person because of that person's gender
- Unwanted electronic communications through social media, text messaging, etc.

Any and all such actions may be perceived as creating a hostile environment and are expressly prohibited.

No instructor, student, employee, volunteer, contracted instructor, affiliated club, or representative of Saber Academy shall engage in sexual harassment, or permit such conduct by visitors, guests, vendors, or referral sources, nor state or even imply that refusal to submit to such conduct will adversely affect any aspect of one's study and development through any Saber Academy program. Similarly, no instructor or student shall promise, imply, or grant any preferential treatment or reward to another instructor or student for engaging in sexual conduct.

Any instructor or student who witnesses or experiences conduct that they feel is sexual harassment by any instructor, regardless of rank, or other employee or representative of Saber Academy, shall bring the matter to the immediate attention of their senior instructor. Any student or instructor who is uncomfortable for any reason in bringing such a matter to the attention of this individual, or who is not satisfied that doing so will resolve or has resolved the matter, shall report the matter to the next level of instruction within Saber Academy. Any questions about this policy or potential sexual harassment should also be brought to the attention of these same persons.

Saber Academy will promptly investigate all reports of sexual harassment, as confidentially as possible, consistent with a thorough investigation and take appropriate corrective action as deemed necessary, including counseling, training, suspension from teaching or training, termination of contracts or affiliations, and/or permanent removal from Saber Academy. All relevant authorities will also be immediately reported to.

Any form of retaliation against any individual for filing a good faith complaint under this policy, or for assisting with the investigation of a complaint, is expressly prohibited. Retaliation is a serious violation of this policy and should be reported immediately. Any person found to have engaged in retaliation will be disciplined promptly and appropriately under this policy. This policy applies to both in-person and online training environments, as well as all Saber Academy-related events, competitions, and social gatherings.