

# **Front Runners New York, Inc.**

## **Anti-Harassment Policy**

Adopted December 7, 2013  
Amended November 19, 2015  
Amended December 10, 2023

**Front Runners New York, Inc.** (the “Organization”) strives to create a safe space for all of its members. To that end, FRNY affirms the right of all its members and coaches and anyone else associated with our organization to be treated with respect and to be free of harassment and discrimination while participating in any and all FRNY activities wherever held and including digital and other media. Harassment or discriminatory behavior is any conduct that creates a hostile or threatening environment. Harassment, discriminatory behavior or “bullying” includes, but is not limited to hostile comments, name calling, unwanted physical or sexual contact, verbal harassment or unwanted innuendo, or other behavior that intentionally demeans a person based on their age, athletic ability, ancestry, color, disability, ethnic background, familial status, gender identity or expression, genetic information, national origin, race, religious creed, sex, or sexual orientation.

Front Runners New York reserves the right to suspend, penalize or expel any member who does not abide by this Anti-Harassment Policy.

To report a possible violation of this, or any of the Organization’s policies, please see the [Procedure on Reporting Policy Violations and Anti-Retaliation Policy](#).