

## **Texas NORML Policy 013: Sexual Harassment & Discrimination**

Effective Date: January 10, 2018

Approval Date: January 10, 2019

Texas NORML will not tolerate sexual harassment or discrimination on its Board of Directors or among its members. Texas NORML will not tolerate sexually harassing language, jokes, touching or any other type of unwelcome, threatening or nonconsensual behavior. Any Texas NORML board member or member of Texas NORML who is guilty of such behavior will be removed from membership and association with Texas NORML. The Texas NORML Board of Directors will make these decisions when necessary.

Any incidents of these types of behavior should be reported immediately to our Texas NORML Legal Counsel, Jamie Spencer, at email [jame@austindefense.com](mailto:jame@austindefense.com) or telephone (512)-472-9909. Our legal counsel will report these incidents to the Board of Directors for appropriate action.