

**ZERO TOLERANCE FOR UNWANTED TOUCHING AND INAPPROPRIATE  
CONDUCT AT OCR EVENTS, MEETINGS OR OTHER SPONSORED FUNCTIONS**

WHEREAS: Orange County REALTORS® (the “Association”) is a trade association promoting high ethical standards of its members and making its events, meetings and sponsored events conducive of a business environment promoting the highest integrity, ethical behavior and respect for others;

RESOLVED: It is the policy of the Association that attendees at any event, meeting or other function sponsored, endorsed, sanctioned or promoted by the Association or its affiliates or others wherein the principal invitees are REALTORS®, shall comply with the policy of the Association concerning inappropriate conduct or unwanted touching.

FURTHER RESOLVED: “Inappropriate Conduct” shall be defined as any act or statement inconsistent with proper business environment, which by way of example includes comments of a sexual nature, lewd or profane remarks, bullying, derogatory remarks about others, mocking the policy of the Association toward inappropriate conduct or unwanted touching, or any other act or statement creating a hostile or discriminatory work environment.

FURTHER RESOLVED: “Unwanted Touching” shall be defined as any touching of another, other than a traditional business handshake, that is not freely and without coercion consented to by the recipient. Examples include hugging, placing a hand on the shoulder or any other part of the recipient’s person, kissing, bumping, rubbing up against or making gestures of touching certain parts of the person. In order to promote a business environment, the Association strongly encourages those who consent to such touchings to refrain from engaging in such conduct during Association events, meetings or other sponsored events, including those promoted by affiliates when REALTORS® are principal invitees.

FURTHER RESOLVED: Any person found to have violated the policy shall be subject to immediate discipline, up to and including, expulsion or termination of membership.

FURTHER RESOLVED: Attendees at any event, meeting or other function sponsored, endorsed, sanctioned or promoted by the Association or its affiliates or others wherein the principal invitees are REALTORS®, shall be encouraged to report any inappropriate conduct or unwanted touching in which they are the victim or the observance of such inappropriate or unwanted touching of another attendee. The goal of the Association is to assure that such events, meetings or other functions do not tolerate unwanted touching or other inappropriate behavior.