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MEDINA COUNTY FAIR

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Harassment and Non-Discrimination Policy

The Medina County Agricultural Society (MCAS) is committed to providing a respectful, professional environment free from harassment and discrimination for all individuals, including employees, board members, persons holding positions of authority, volunteers, vendors, contractors, exhibitors, event participants, and members of the public attending MCAS events or conducting business on MCAS property.

Harassment or discrimination based on race, color, religion, sex, age, disability, national origin, genetic information, veteran status, or any other protected characteristic is strictly prohibited and will not be tolerated at any MCAS workplace, event, or function.

Discriminatory Harassment

Discriminatory harassment includes unwelcome conduct based on a protected characteristic, including but not limited to intimidation, ridicule, insults, or other conduct that:

- Unreasonably interferes with an individual's work or participation.
- Creates an intimidating, hostile, or offensive environment.
- Otherwise adversely affects an individual's employment, participation, or opportunity to conduct business with MCAS.

Examples of discriminatory harassment include, but are not limited to:

- Repeated verbal abuse.
- Offensive or inappropriate jokes or slurs.
- Circulating written or visual material that denigrates or shows hostility toward an individual or group.
- Inappropriate comments related to race, color, religion, sex, age, disability, national origin, or veteran status.

Sexual Harassment

Sexual harassment includes unwelcome conduct of a sexual nature, including but not limited to:

- Submission to such conduct being made a term or condition of employment, participation, or business relationship.
- Submission to or rejection of such conduct being used as the basis for decisions affecting employment, assignments, participation, compensation, advancement, or opportunities.
- Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or offensive environment.

Adopted 10/14/2026.

Examples of sexual harassment include, but are not limited to:

- Repeated unwanted sexual advances, flirtations, or proposition.
- Verbal abuse of a sexual nature.
- Graphic or degrading comments about an individual's appearance.
- Display of sexually suggestive materials.
- Offensive physical contact or gestures.

Reporting Harassment

Any individual who believes they have experienced harassment or discrimination is encouraged to report the matter immediately. Reports may be made to:

- Immediate supervisor (if applicable)
- MCAS Board President
- Chair of Security
- Any MCAS Board Member of designated official

If it is inappropriate or impractical to contact a supervisor, individuals should contact the Board President or Chair of Security directly.

Investigation and Response

MCAS takes all allegations of harassment seriously and will investigate complaints promptly, thoroughly, and appropriately. Complaints will be handled as confidentially as possible, consistent with the needs to conduct a complete investigation. As part of this process, it may be necessary for MCAS to discuss the complaint with appropriate individuals.

When an investigation substantiates misconduct, MCAS will take appropriate remedial and disciplinary action. The complainant will be informed of the outcome of the complaint once the investigation has been completed.

Individuals found to have engaged in harassment may be subject to remedial and disciplinary action, include but not limited to:

- Suspension or termination of employment.
- Removal from MCAS grounds.
- Termination of rental, vendor, or exhibitor contract.
- Removal of director or person holding a position of authority or responsibility.
- Referral to the appropriate legal authorities.

Protection from Retaliation

MCAS strictly prohibits retaliation against any individual who:

- Reports harassment or discrimination.

- Files a complaint.
- Participates in an investigation.
- Assists in addressing a concern.

Individuals who engage in retaliation will be subject to disciplinary action.

Applicability of Policy

This applies to all MCAS facilities, events, operations, and activities, including County Fair activities, Junior Fair activities, rentals, contracted events, meetings, vendor and exhibitor operations, and volunteer activities.

MCAS is committed to enforcing this policy and maintaining a safe and inclusive environment for all individuals involved with the Medina County Agricultural Society.

Adopted 10/14/2026.