

JAGUAR RESCUE CENTER POLICY AGAINST HARASSMENT AND SEXUAL HARASSMENT

(In compliance with Law 7476, Law against Sexual Harassment in Employment and Teaching).

The JAGUAR RESCUE CENTER (JRC) is a wildlife refuge for injured, orphaned and sick animals in the Southern Caribbean of Costa Rica. The center operates thanks to visitants, collaborators and volunteers from all over the world who offer their time for wildlife conservation. During their volunteering, persons usually stay at the JAGUAR INN, a hostel next to the rescue center. Volunteers do the volunteer program at the Jaguar Rescue Center and La Ceiba Liberation Station.

JAGUAR RESCUE CENTER, JAGUAR INN and LA CEIBA RELEASE STATION have created the Policy Against Sexual Harassment and Harassment to ensure volunteers, visitors, collaborators, suppliers, community of Puerto Viejo Talamanca, international community and civil society that are taking measures in accordance with Costa Rican Law 7476 to comply with the commitment to prevent, report and punish any act of harassment and sexual harassment committed in our facilities.

Objectives

- Prevent, punish and eradicate sexual harassment or harassment in order to protect dignity, as well as to guarantee the well-being of individuals in their relationships, through a working environment based on the principles of respect for freedom, work and equality, equity, mutual respect, so that it leads to intellectual, professional and social development, free from all forms of discrimination and violence.
- Establish the single procedure, in accordance with the Act against Sexual Harassment in Employment and Teaching, Act # 7476 which will analyse and address complaints against staff, volunteers from the Jaguar Rescue Center, Jaguar Inn and La Ceiba Liberation Station.

DEFINITIONS

Abuse of the relationship of power: use the working, institutional, economic, cultural, social, age and gender position to violently, discriminate, dominate and sexually harass another person.

Sexual harassment: Sexual harassment is understood to mean any conduct of an unwanted sexual nature by the person who receives it, repeated, or that, having occurred only once, has detrimental effects on the performance and performance of work and/or the general state of personal well-being.

Sexual harassment can manifest itself through the following behaviors:

- Requirements for sexual favours that imply:

- Promise, implicit or express, of preferential treatment, with respect to the current or future situation of employment, study or any other proper university environment.
- Threats, implicit or express, physical or moral, of damage or punishment related to the current or future employment or study situation of the person receiving them.
- Requirement of conduct the subjection or rejection of which is, implicitly or explicitly, a condition for employment or study.
- Use of words or images of a sexual nature written or oral or transmitted through any physical or digital medium that are hostile, humiliating or offensive to the recipient, as well as compliments, obscene words, sounds, symbols or gestures.
- Actions not desired by the recipient, such as approaches, attempts of communication or captures, with sexual, erotic or romantic content, carried out insistently and repeatedly, or that, having occurred only once, causes detrimental effects on work performance and performance and/or the general state of personal well-being..
- Bodily approaches or other physical conduct of a sexual nature, unwanted and offensive to the recipient.

PROCEDURE OF COMPLAINT AGAINST HARASSMENT AND SEXUAL HARASSMENT AT WORK

All persons permanently or temporarily connected with the Jaguar Rescue Center, Jaguar Inn and La Ceiba Liberation Station may be denounced through this procedure.

The person who is the victim of an act of harassment or sexual harassment at work must report the matter to his or her supervisor, who must inform the manager and founder of the center of what has happened.

A "Commission of Inquiry" is established to deal with the complaint. This commission must be made up of three persons including the founder, the manager and the direct manager accompanied by an external legal adviser.

This Commission shall be responsible for conducting the investigation and establishing sanctions against the harasser or harasser in the event of a finding of misconduct. This procedure should not exceed three months after the receipt of the complaint. In addition, support should be provided to the victim through persons with relevant experience and the confidentiality of the complaint should be ensured.

Precautionary measures should be established, at the request of the victim, respecting labour rights and maintaining their safety. The commission shall inform the National Labour Inspectorate of the MTSS of the complaints received.

In the event that the person involved in the act of harassment is directly related to the founders of the center and owners of the hostel, a person not belonging to the Jaguar Rescue Center will be included in the commission.

PREVENTION OF SEXUAL HARASSMENT

JAGUAR RESCUE CENTER, JAGUAR INN and LA CEIBA RELEASE STATION are committed to the prevention of any act of sexual harassment and harassment and have established the following prevention measures:

- Training the staff of the JAGUAR RESCUE CENTER, JAGUAR INN and LA CEIBA RELEASE STATION on the policy against sexual harassment.
- Digital policy submission to volunteer applicants.
- Placement of the policy in visible locations of the JAGUAR RESCUE CENTER, JAGUAR INN and LA CEIBA RELEASE STATION facilities
- Placement of the policy on the website.

If you have any questions or comments about the Sexual Harassment and Harassment Policy please contact info@jaguarrescue.foundation or Joan Garolera, Manager at (506) 6221-5285.