

Anti-Harassment Policy

The Association has a zero-tolerance policy toward discrimination and all forms of unlawful harassment, including but not limited to sexual harassment. This zero-tolerance policy means that no form of unlawful discriminatory or harassing conduct by or towards any staff member, director, officer, employee, member company representative, vendor or other person involved in Association conferences, meetings, trade shows, events, programs and other activities will be tolerated.

This policy applies to and prohibits all forms of illegal harassment and discrimination, not only sexual harassment. Accordingly, the Association prohibits harassment or discrimination based on any legally protected characteristic.

For clarity, sexual harassment includes offensive and unwelcome: (1) sexual invitations; (2) conduct of a sexual nature, including via email, voice mail or other electronic means; and (3) physical contact of a sexual nature.