

Anti-Harassment Policy

1. Purpose

ANWA is committed to providing a safe and welcoming environment for all. “Participant” in this policy refers to anyone present at ANWA meetings or events, including ANWA members, staff, presenters, contractors, vendors, exhibitors, venue staff, and all other attendees.

2. Expected Behavior

- All participants at ANWA events are expected to abide by the Anti-Harassment Policy in all ANWA meeting venues, including supporting events and official social gatherings.
- All participants must abide by the norms of professional respect that are necessary to promote the conditions for free professional interchange.
- All participants should be willing and proactive in helping to mitigate or avoid any potential harm.
- All participants should alert ANWA leadership, and law enforcement personnel if appropriate, if they see a situation in which someone might be in imminent danger.

3. Unacceptable Behavior

Harassment includes, but is not limited to:

- Comments that are lewd, lascivious, demeaning or derogatory.
- Unwelcome sexual attention, including any specific activity for which affirmative consent was not requested and given.
- Persistent and unwelcome solicitation of emotional or physical intimacy.
- Statements implying professional services/consideration/preference are contingent upon sexual favors.
- Persistent and unwelcome solicitation of emotional or physical intimacy accompanied by real or implied threat of professional harm.
- Unwelcome discussion of sexual orientation or gender identity.
- Inappropriate physical contact, physical assault (including unwelcome touch or groping).
- Sexual images in public spaces.
- Harassing photography or recording.
- Intimidating, harassing, abusive speech or actions by any participant.
- Deliberate intimidation, stalking or following.
- Sustained disruption of talks or other events.
- Real or implied threat of physical harm.
- By way of example, sexual harassment may include such conduct as sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; an unwelcome display of sexually suggestive objects or pictures; sexually explicit jokes; and offensive, unwanted physical contact such as patting, pinching, grabbing, groping, or constant brushing against another’s body.
- Advocating for, or encouraging, any of the above behavior.

4. Reporting an Incident

Following is a summary of how to report an incident:

- Write everything down; be sure to include as much detail as possible (times, places, nature of the incident, and all specific details).
- Save emails, notes, etc. or other related documents relevant to the incident.
- Write and sign an official letter of complaint, documenting the nature of the harassment and/or discrimination. Be as detailed as possible. Any supporting documentation and/or statements from witnesses should be submitted with your letter.
- Complaints should be sent to the ANWA Executive Board. All complaints will be treated seriously and be investigated promptly. Confidentiality will be honored to the extent permitted as long as the rights of others are not compromised.

Please note: Deliberately making false accusations with intent to damage or harm, or to retaliate for any reason, while knowing they are false, is defamation, which is also harassment, and will not be tolerated.