NHASBO Safety, Security and Anti-Harassment Policy

New Hampshire Association of School Business Officials (NHASBO) provides a safe, hospitable, and productive environment for everyone present at our events, regardless of ethnicity, religion, disability, physical appearance or gender. It's important to remember that a community where people feel uncomfortable or threatened is not a productive one. Accordingly, NHASBO prohibits intimidating, threatening, aggressive or harassing conduct during our conferences, workshops, meetings or other events created by NHASBO.

Application

This policy applies to attendees, speakers, staff, volunteers, and exhibitors (participants). Conference participants violating these rules may be sanctioned or expelled from the event, at the discretion of NHASBO Executive Committee. We value the time and effort of those who attend NHASBO events and want to make their experience as productive and stimulating as possible. All attendees should feel comfortable and not in fear for their personal safety.

Scope

Harassment of any participant at a NHASBO event will not be tolerated in any form. Harassment includes but is not limited to any of the following directed to an attendee or group of attendees whether public or not:

- offensive verbal comments related to ethnicity, religion, disability, physical appearance, gender, or sexual orientation;
- inappropriate slurs, sexually suggestive language or derogatory comments;
- deliberate intimidation, stalking, following, harassing, photographing or recording;
- sustained disruption of presentations or personal conversations; and inappropriate physical contact.

Compliance

Any participant that is asked to stop any harassing behavior is expected to comply immediately.

If a participant is being harassed, and the harassment behavior continues after a clear request to cease the harassing behavior, or a participant has observed a threat to the safety and security at a NHASBO event, the participant should contact the NHASBO Executive Committee, Executive Director or staff with the specifics of the incident by email or text.

If a complaint is reported to staff, the staff member shall report it to the Executive Director immediately. If a complaint is reported to the Executive Director, the Executive Director shall report it to the Executive Committee immediately. If the complaint is reported to a member of the Executive Committee the officer shall report it to the other officers and to the Executive Director immediately.
Penalties

If a participant engages in harassing behavior, the NHASBO Executive Committee may take any action they deem appropriate, ranging from a simple warning to the offender to expulsion from the event and prohibiting participation in future events.

The Executive Committee will hold a meeting as soon as possible, but no later than 24 hours after a complaint has been filed, to determine any appropriate remedy or sanction.

Revision History

Approved by the NHASBO Executive Committee: July 16, 2018