

Safety, Security and Anti-Harassment Policy

SNACT is dedicated to providing a safe, hospitable, and productive environment for everyone participating in a SNACT activity. We welcome the range of human differences, and will not discriminate based on: race, gender, national origin, ancestry, marital status, religion, age, disabilities, culture, sexual orientation, gender identity or expression, genetic information, political affiliation, education, geographic location, professional level, or any other basis prohibited by CT State and / or Federal non discrimination laws.

It's important to remember that a community where people feel uncomfortable or threatened is not a productive one. Accordingly, SNACT prohibits intimidating, threatening, or harassing conduct at all SNACT activities including but not limited to:

- conferences, symposia, workshops, and events sponsored, co-sponsored, or in cooperation with SNACT;
- SNACT member meetings;
- exchanges among committees or other bodies associated with SNACT through its publications and other communication including but not limited to social media, conference calls, webinars, email discussions, messaging services and the like.

Harassment can occur when there is no deliberate intention to offend. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behavior. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Always be mindful of your language and physical actions.

Application

This policy applies to all participants including but not limited to: attendees, speakers, staff, volunteers, contractors, vendors, and guests. Any participant violating these rules may be sanctioned or expelled from the current or future activities at the discretion of the Association. We value the time and effort for attendance at SNACT activities and want to make the experience as productive and stimulating as possible. All attendees should feel comfortable and not in fear for their personal safety and well-being. All participants are expected to engage in mutually respectful behavior and to preserve SNACT's standards of professionalism at all times.

Scope

Harassment of any participant at a SNACT activity will not be tolerated in any form. Harassment consists of verbal, written, graphic, or physical conduct when such conduct:

- is sufficiently severe, persistent or pervasive that it substantially or unreasonably affects an individual's ability to participate in or benefit from a SNACT activity or creates an intimidating, threatening or abusive environment;
- is made either explicitly or implicitly a term or condition of an individual's participation in programs or activities.
- exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual.

Each participant shall be responsible for maintaining an environment free from all forms of harassment. Each individual shall be responsible for respecting the rights of all participants and refraining from all forms of harassment.

Specific Examples of Unacceptable Behaviors

The following are specific examples of abuse, discriminatory harassment and sexual harassment:

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in SNACT activities at all related events and in one-on-one communications carried out in the context of SNACT activities;
- offensive, degrading, humiliating, harmful, or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics;
- unwelcome advances or propositions, particularly when one individual has authority over the other;
- requests for sexual favors or other verbal/ physical conduct of a sexual nature
- inappropriate touching of an individual's body;
- degrading or humiliating comments about an individual's appearance;
- inappropriate or gratuitous use of nudity, sexual images, or stereotyped images including using an activity-related communication channel to display or distribute sexually explicit or otherwise offensive or discriminatory images or messages;
- deliberate intimidation, stalking or following;
- harassing photography or recording;
- sustained disruption of talks or other events;
- unwelcome and uninvited attention or contact;
- physical assault (including unwelcome touch or groping);
- real or implied threat of physical harm;
- real or implied threat of professional or financial damage or harm.

Penalties

If a participant in an SNACT activity engages in prohibited behavior, the Association reserves the right to take any action it deems appropriate, ranging from a simple warning to the offender to expulsion from the activity, prohibiting participation in future events and or notifying appropriate authorities if deemed necessary. .

Examples of Consequences of Unacceptable Behavior

- remove an individual from any SNACT activity without warning or refund;
- prohibit an individual from participating in future SNACT activities, including serving as a presenter and contributing to SNACT publications and other content sources;
- exclude an individual from future SNACT leadership positions;
- remove an individual from current SNACT leadership positions;
- exclude any individual from deriving other benefits from SNACT activities;
- suspend or terminate permanently membership in SNACT.

Such sanctions are examples and additional actions may be applied regardless of whether or not the offender is a former, current or prospective member of SNACT.

Appropriate sanctions also will be taken toward any individual who knowingly makes a false allegation of harassment.

The Executive Committee and the immediate past president will hold a meeting within 10 working days, after a complaint has been filed, to determine any appropriate remedy or sanction.

Notice Prior to Events

SNACT will identify security contact information for events for participants to contact if necessary. If there is no onsite security, then SNACT will provide contact information for the appropriate local law enforcement agency.

If the event is hosted by a school district, career and technology center, intermediate unit or charter school this notice shall not be required.

Reporting Unacceptable Behavior

Any individual who experiences harassment (as described above) at any SNACT activity should notify a member of the executive committee (President, President Elect, Vice President, Treasurer, Secretary, Executive Director) or the immediate past president.

This policy applies only to unacceptable behavior at SNACT activities. Complaints regarding other issues should be addressed as described under the applicable SNACT policy.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Policy Against Harassment at SNACT Activities, you should notify the executive director in writing at execdir@snact.org with a concise description of your grievance. Your grievance will be thoroughly investigated. Your grievance will be handled in accordance with our existing procedures.

Warnings and Disclaimers

The Safety, Security and Anti-Harassment Policy is not intended to limit open discussion of the merits of particular work or issues presented at SNACT activities. It applies only to *behavior* at SNACT activities.

SNACT assumes no liability or responsibility for the actions of any member or other activity participant. Any individual who feels his/her safety is at risk due to harassment or for any other reason is encouraged to take appropriate steps to ensure personal safety.

This Policy supersedes any policy or guidelines concerning harassment issued by SNACT.