

CONNECT Anti-Harassment Policy – June 19, 2019

Statement of Policy:

CONNECT is dedicated to providing a harassment-free experience for everyone at all of its activities. CONNECT does not tolerate harassment of attendees in any form. Violators of this Anti-Harassment Policy may be expelled from the event, or otherwise sanctioned at the discretion of the CONNECT leadership.

Definition of Harassment:

Harassment includes, but is not limited to, offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, national origin, religion, age, marital status, military status, or any other status protected by law; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwanted phone calls, email, text or other communication; unwanted offers of legal or illegal food, drink or substances and pressure to consume them. Attendees asked to stop any harassing behavior are expected to comply immediately.

Definition of Sexual Harassment:

Sexual harassment does not refer to occasional compliments or other generally acceptable social behavior. Sexual harassment refers to verbal, physical, and visual conduct of a sexual nature that is unwelcome and offensive to the recipient. 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. Attendees asked to stop any sexually harassing behavior are expected to comply immediately.

Scope of Policy:

This Anti-Harassment Policy applies to all participants at CONNECT events, including registrants, speakers, guests, staff, contractors, sponsors, exhibitors. All attendees are expected to comply with this Anti-Harassment Policy at all conference venues and conference-related social events, whether part of the event program or during informal gatherings of event attendees at other locations at/near the event venue (for instance, the cocktail lounge either before, during or after a scheduled CONNECT program).

Reporting an Incident:

If you are being harassed, notice that someone else is being harassed, or have any other concerns, and if a CONNECT employee or officer is on site, please contact that individual immediately. Whether on-site or afterwards, all complaints will be treated seriously and will be investigated promptly. When taking a personal report, we will ensure you are safe and cannot be overheard. We may involve other CONNECT staff or officers to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

To report an incident:

- If during the scheduled program of a CONNECT event, reach out to any CONNECT staff which may be in the vicinity, or if none, contact 911.
- If outside the scheduled program, contact 911
- After the incident, report it to the CONNECT office at 508 481 0424, so appropriate steps can be taken.

Disciplinary Action:

All reports of harassment will be directed immediately to the CONNECT leadership team who may consult with and engage other CONNECT leaders and legal counsel as appropriate. Conference security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. In response to a report of harassment, the CONNECT leadership team may take any action they deem appropriate. Such actions range from a verbal warning, to ejection from the event without a refund, to restrictions on attendance at future CONNECT events. Repeat offenders may be subject to further disciplinary action, such as being expelled from CONNECT.