

## NASW-PA Anti-Harassment Policy

NASW-PA is committed to providing a safe and welcoming environment for professional participation for all our members, partners, and other conference attendees. Our strength as an association is our people, and we cherish their diversity and strive for equity and inclusion. We value all our attendees equally, and will not accept any treatment at the event, or in any sphere of Association business, that undermines this value. **By registering for this event, you agree to abide by this policy.**

Our conferences and other meeting events, including those conducted virtually, are dedicated to providing a harassment-free experience for everyone, regardless of race, ethnicity, religion, color, age, gender, gender identity and expression, sexual orientation, disability, physical appearance, or other personal characteristic. In keeping with the Social Work Code of Ethics we expect that all participants and conference staff treat each person in a caring and respectful fashion, mindful of individual and cultural and ethnic diversity. We have a zero-tolerance policy for hostile or harassing conduct directed toward event participants in any form, including at related social events.

### Unacceptable Behavior

Unacceptable behavior includes offensive verbal comments related to one of the above characteristics, as well as intimidation, stalking, the use of harassing photography or audio or video recording, disruption of presentations or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

### Reporting Hostile or Harassing Conduct

If you are being harassed or know of someone being harassed, please contact a member of NASW-PA staff immediately. A staff member may be contacted at the registration desk. Staff are committed to assisting participants, which includes contacting venue security; local law enforcement, providing participants with necessary support, and follow up or assisting participants to determine what is needed for them to feel safe.

### Consequences for Policy Violations

If a participant engages in harassing behavior, NASW-PA may take any action deemed appropriate, including removal from the event with no refund, and imposing restrictions on attendance at future events.