

National PETE & NESHTA Anti-Harassment Policy

Freedom of thought and expression are central to the goals of National PETE and NESHTA. The open exchange of ideas requires an environment that recognizes the inherent worth of every person and group, that fosters dignity, understanding, and mutual respect, and that embraces diversity. For these reasons, National PETE and NESHTA are dedicated to providing a harassment-free experience for participants at our events and in our programs.

Harassment is behavior or speech which is unwelcome, hostile, intimidates, or creates discomfort. Harassment based on but not limited to the following, is not acceptable: alienage or citizenship, age, color, creed, culture, disability, marital status, military status, national origin, pregnancy, medical conditions, race, religion, sex, gender, sexual orientation, veteran status, or any other status protected by law. Harassment in any form will not be tolerated.

Harassment includes, but is not limited to:

- ◆ Offensive, abusive or degrading verbal comments
- ◆ Sexual images visible in public spaces
- ◆ Deliberate intimidation
- ◆ Stalking/following/harassing
- ◆ Repetitive photography of the same person(s)
- ◆ Any recording or photography without consent of the person(s)
- ◆ Inappropriate physical contact
- ◆ Unwelcome sexual attention
- ◆ Sustained disruption of talks or other events
- ◆ Advocating for, or encouraging of the above behavior

Harassment which interferes with a person's participation or opportunity for participation, in a conference, event or program will not be tolerated. A response that the participant was "just joking," or "teasing," or being "playful," will not be accepted.

Discriminatory behavior or harassment of staff, training attendees, conference participants or presenters will not be tolerated. Failure to adhere to this policy may result in being barred from further conference events, suspension of site access (including housing), removal from site, and/or cancellation of future National PETE and/or NESHTA events. National PETE and/or NESHTA reserves the right to notify an employer or home institution of discriminatory behavior or harassment.

Reporting:

If you are being harassed, notice that someone else is being harassed, or have any other related concerns, please contact the National PETE and/or NESHTA staff member present at the event or contact Kirk Laflin, Executive Director, National PETE and NESHTA at Cell: (207) 671-7606 or via email at klaflin@maine.rr.com.