



# MAEP ANTI-HARASSMENT POLICY

(Adopted 6/23/2022)

## 1. Purpose

Michigan Association of Environmental Professionals (MAEP) is committed to providing a friendly, safe and inclusive environment for all, regardless of gender, gender identity, sexual orientation, ability, age, ethnicity, socioeconomic status, or religion.

This Anti-Harassment Policy outlines our expectations for those who participate in any capacity at MAEP events, as well as the consequences for unacceptable behavior.

MAEP expects all Participants in MAEP events to create safe and positive experiences for everyone.

“Participant” in this policy refers to anyone present at MAEP events and meetings.

## 2. Expected Behavior

We expect all Participants at MAEP events to abide by this Anti-Harassment Policy in all venues and at all MAEP events and meetings.

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings, and respectful of your fellow participants and other patrons of the venue.
- Alert an MAEP Board Member or MAEP Executive Director if you notice a dangerous situation, someone in distress, or violations of the Anti-Harassment Policy, even if they seem inconsequential.

## 3. Unacceptable Behavior

Unacceptable behaviors include, but are not limited to:

- intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any Participant.
- bullying, badgering, or aggressive behavior toward a presenter before, during, or after a presentation in the form of abrasive or overly assertive comments or questions;
- derogatory, harmful, or prejudicial verbal or written comments or visual images related to gender, gender identity, sexual orientation, ability, age, ethnicity, socioeconomic status, religion, appearance, or other personal characteristics;
- inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- 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 touching or groping);
- real or implied threat of physical harm;
- real or implied threat of professional or financial damage or harm.



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All exhibitors, sponsors, vendors, or similar activity participants are also subject to the Anti-Harassment Policy. In particular, exhibitors should not use sexualized images, activities, sexualized clothing, uniforms, costumes, or otherwise create a sexualized environment.

Be careful in the words that you choose. MAEP does not tolerate discriminatory and offensive language at MAEP events.

### **4. Consequences of Unacceptable Behavior**

Unacceptable behavior by any Participant at MAEP events and meetings will not be tolerated.

If any Participant engages in unacceptable behavior, the individual(s) may be asked to: a. leave the MAEP event (without refund), b. barred from participating at future MAEP events; and/or c. depending on the nature of the behavior, it may be appropriate to inform the participant's employer/sponsor (if applicable) of their behavior.