Anti-Harassment and Discrimination Conference Policy

The Academy of Communication in Healthcare (ACH) is dedicated to providing a harassment- and discrimination-free conference experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, race, age or religion. ACH does not tolerate harassment of conference participants in any form. Conference participants violating these rules may be sanctioned or expelled from the conference (without a refund) at the discretion of the conference organizers. Our anti-harassment and discrimination policy can be found at: http://www.achonline.org/About-ACH/Policies/Anti-Harassment-Policy

Harassment may include, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, race, age, veteran status, religion and/or other items not mentioned.
- Inappropriate sexual images
- Deliberate intimidation or “stalking” or excessive following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

Enforcement:
Prompt and appropriate action by association staff will be taken by Academy staff and/or leadership to politely and calmly interrupt or stop any presentation, event or incident that repeatedly or seriously violates the anti-harassment and discrimination policy.

Participants asked to stop any harassing or discriminatory behavior are expected to comply immediately.

If a participant engages in harassing or discriminatory behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference (with no refund).

Academy staff and/or leadership may take action to redress anything designed to disrupt, or with the clear impact of disrupting, the event or making the environment hostile for any participant.

An attendee, vendor, sponsor, exhibitor, guest or staff member may be expelled by the decision of the Academy staff and/or leadership or any violation of the anti-harassment and discrimination policy. However, here are some general guidelines for when a participant should be expelled:

- A [first/second/third] offense resulting in a warning from the Academy staff and/or leadership
- Continuing to harass after any "No" or "Stop" instruction
- A pattern of harassing behavior
- A single serious offense (e.g., punching or groping someone)
- A single obviously intentional offense (e.g., taking up-skirt photos)

Hotel/venue security and local authorities will be contacted when appropriate.