ANTI-DISCRIMINATION POLICIES

The Academy of Communication in Healthcare has a zero tolerance policy for unlawful discrimination on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation or military status, in any of its activities or operations. These activities include, but are not limited to, selection of volunteers and vendors, and provision of services.

We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, members, volunteers, subcontractors, and vendors.

It is the policy of the Academy of Communication in Healthcare that all participants in Academy activities will enjoy an environment free from all forms of illegal discrimination, harassment and retaliation. As a professional society, the Academy of Communication in Healthcare is committed to providing an atmosphere that encourages the free expression and exchange of ideas. In pursuit of that ideal, the Academy of Communication in Healthcare is dedicated to the philosophy of equality of opportunity and treatment for all members, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, or veteran status. Harassment, sexual or otherwise, is a form of misconduct that undermines the integrity of meetings. Violators of this policy will be subject to discipline.

**Definition of Discrimination:** Discrimination refers to bias or prejudice resulting in denial of opportunity, or unfair treatment regarding selection, promotion, or transfer. Discrimination is practiced commonly on the grounds of age, disability, ethnicity, origin, political belief, race, religion, sex, etc. factors which are irrelevant to a person’s competence or suitability.

**Definition of Sexual Harassment:** Sexual harassment refers to behavior that is not welcome, is personally offensive, debilitates morale and, therefore, interferes with work effectiveness. It does not refer to occasional compliments of a socially acceptable nature.

Sexual harassment may include:

- Unwelcome sexual advances
- Requests for sexual favors
- Sexual flirtations, advances, or propositions
- Verbal comments or physical actions of a sexual nature
- Sexually degrading words used to describe an individual
- A display of sexually suggestive objects or pictures
- Sexually explicit jokes
- Unnecessary touching or other verbal or physical conduct of a sexual nature

**Definition of Other Harassment:** Harassment on the basis of any other protected characteristic is also strictly prohibited. This conduct may include, but is not limited to, the following:

- Epithets, slurs, or negative stereotyping
- Threatening, intimidating or hostile acts
- Display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group
**Definition of Retaliation**
Retaliation refers to taking some action to negatively impact another based on them reporting an act of discrimination or harassment.

**Scope of Policy**
This policy applies to all attendees at Academy of Communication in Healthcare activities, including attendees, guests, staff, vendors, and exhibitors, participating in the sessions, tours, and social events of any Academy of Communication in Healthcare meeting or other activity.

Behavior and language that are welcome/acceptable to one person may be unwelcome/offensive to another. Consequently, individuals must use discretion to ensure that their words and actions communicate respect for others. This is especially important for those in positions of authority since individuals with lower rank or status may be reluctant to express their objections or discomfort regarding unwelcome behavior.