

## **AAM ONLINE COMMUNITY ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY**

Association for Accounting Marketing (AAM) is dedicated to providing a harassment and discrimination free experience for everyone. To ensure the best possible experience for all members, AAM has established this anti-harassment and discrimination policy for participation in its online communities. AAM does not tolerate harassment, discrimination or retaliation in any form as defined in AAM's Anti-harassment and discrimination [policy](#). Defamatory, abusive, profane, threatening, offensive or illegal materials in any AAM-owned digital space are strictly prohibited.

This policy applies to all digital AAM spaces, including discussion forums and committee pages. Anyone who violates this policy may receive a verbal warning, possible sanction or expulsion from these spaces at the discretion of the AAM Board of Directors.

Prohibited behavior includes:

- Offensive comments related to gender, gender identity and expression (including transgender status), sexual orientation, disability, mental illness, neuro(a)typicality, age, race, veteran status or religion.
- Deliberate and excessive mis-gendering or deliberate and sustained use of 'dead' or rejected names.
- Gratuitous and/or off-topic sexual images or behavior in spaces where they're not appropriate.
- Simulated physical contact (e.g., textual descriptions like **"\*hug\*"** or **"\*backrub\*"**) without consent or after a request to stop.
- Threats of or incitement of violence.
- Deliberate intimidation.
- Online "stalking" or excessive following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained and deliberate disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Continued one-on-one communication of a discriminatory, harassing or retaliatory nature after requests to cease.

AAM reserves the right to terminate access to any user who does not abide by these guidelines.