



Policy 2.08: Anti-Discrimination and Harassment

It is the policy of the CSDA to treat all individuals with respect and dignity. Each person has the right to work in a professional environment which promotes equal opportunity and is free from discriminatory practices and harassment. CSDA is committed to maintaining an environment that is free from all forms of harassment and discrimination. Accordingly, CSDA will not tolerate any form of harassment or other prohibited discrimination based on an individual's gender, marital status, pregnancy, race, color, ethnicity, national origin, ancestry, age, physical or mental disability, medical condition, religion, creed, sexual orientation, gender identity or expression, veteran status, or other legally protected characteristic. CSDA will not tolerate discrimination, harassment, sexual harassment or retaliation in the workplace or at any CSDA event whether committed by CSDA employees, CSDA Members, independent contractors, vendors, attendees, exhibitors, visitors, members of the public, or customers of CSDA while they are on CSDA facilities and/or attending or present at any CSDA event/meeting. Each CSDA employee and Member, together with all other persons to whom this policy is applicable, is responsible for fostering civility, for being familiar with this policy, and for refraining from conduct that violates this policy. Any person who engages in harassment, prohibited discrimination or any related inappropriate conduct may be subject to discipline as defined in this policy.

A. Individuals Covered by This Policy

This anti-discrimination and harassment policy is applicable to all of the following:

1. CSDA Employees;
2. CSDA Members, their respective employees, elected officials, and/or guests;
3. All persons or companies who are parties to an existing independent contractor agreement with CSDA, and their employees and/or guests;
4. All persons or companies participating in a CSDA conference or event as an exhibitor, speaker or vendor; and their employees and/or guests;
5. All persons who are attendees at a CSDA conference, event or educational program;
6. All persons or companies currently providing goods and/or services as a vendor to CSDA, and their employees and/or guests;
7. All persons or companies currently purchasing goods and or services from CSDA as a customer, and their employees and/or guests.

Date Approved: 1/14/2005

Date Amended: 10/01/2007, 04/04/2014, 11/13/15, 4/20/18

This policy requires reporting of all incidents of harassment and/or discrimination in the CSDA workplace or at any CSDA event, conference or meeting to CSDA personnel, regardless of the identity of the alleged offender, the complainant and/or the victim of such conduct.

B. Discriminatory Harassment

For purposes of this policy, the term “harassment” or “discrimination” is used to refer to both sexual and other forms of harassment and/or discrimination. Below are definitions of sexual and other forms of harassment and/or discrimination, as well as examples of conduct that may constitute harassment and/or discrimination. (These lists are examples only; they are not all-inclusive.)

Any type of behavior which is based on gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, medical condition, religion, sexual orientation, gender identity or expression, veteran status, that is so severe or pervasive that it interferes with an individual’s work or participation in a CSDA event, or creates an intimidating, hostile or offensive working or CSDA event environment,

Harassment when directed at an individual because of his/her gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, medical condition, religion, sexual orientation, gender identity or expression, veteran status, or any other legally protected characteristic may take many forms, including, but not limited to the following:

- Verbal conduct such as offensive epithets, derogatory jokes, slurs, innuendos or comments.
 - Visual conduct such as display of inappropriate, derogatory and/or sexual posters, cartoons, drawings, images, objects, photographs, calendars or gestures.
 - Physical conduct, such as assault, unwanted physical contact, blocking normal movement, deliberate stalking, following or intimidation, or interference with another employee’s work.
 - Use of computers, including the internet and e-mail, telephones, voice mail, texting or other virtual media to transmit, communicate or receive threatening, offensive, obscene, harassing or derogatory messages or material; or sexually suggestive, pornographic or sexually explicit pictures, messages or material.
 - Other inappropriate conduct that may contribute to a hostile working environment or hostile and uncomfortable CSDA event environment.
 - Retaliation for reporting harassment, discrimination or related inappropriate conduct.
- Unwanted photography or audio recording without an individual’s consent which is intimidating or harassing.

Date Approved: 1/14/2005

Date Amended: 10/01/2007, 04/04/2014, 11/13/15, 4/20/18

Disruption of CSDA events, meetings or presentations after an initial warning to cease and desist.
Publicly advocating for or encouraging any of the behavior listed in this policy.

Date Approved: 1/14/2005

Date Amended: 10/01/2007, 04/04/2014, 11/13/15, 4/20/18