

Anti-Harassment Policy and Acknowledgement

Objective

International Legal Technology Association (ILTA) is committed to an event environment in which all individuals are treated with respect and dignity. Each individual has the right to attend an event with a professional atmosphere that prohibits unlawful discriminatory practices, including harassment. Therefore, ILTA expects that all relationships among persons at the event will be business-like and free of explicit bias, prejudice and harassment. ILTA has developed this policy to ensure that its event attendees can participate in an environment free from unlawful harassment, discrimination, and retaliation.

Sexual harassment

Sexual harassment constitutes discrimination and is illegal under federal, state and local laws. Title VII of the Civil Rights Act of 1964 recognizes two types of sexual harassment: a) quid pro quo and b) hostile work environment. Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering, whistling or touching; insulting or obscene comments or gestures; display of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature.

Harassment

Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that has the purpose or effect of creating an intimidating, hostile or offensive work environment.

Harassing conduct includes epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is placed on walls or elsewhere on the event premises.

Complaint Procedure

Individuals who believe they have been the victims of conduct prohibited by this policy or believe they have witnessed such conduct should discuss their concerns with ILTA Events: events@iltanet.org or 312-533-4110.

Misconduct constituting harassment, discrimination or retaliation will be dealt with appropriately. Responsive action may include but is not limited to expulsion from the event and/or expulsion from ILTA.