



ANTI-HARASSMENT POLICY

The AACFB is committed to ensuring a safe and welcoming environment for all participants at AACFB events.

We expect all participants at AACFB events to abide by this Anti-Harassment Policy in all venues at AACFB events, including ancillary events and official and unofficial social gatherings.

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants.
- Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Anti-Harassment Policy, even if they seem inconsequential.

Unacceptable behaviors include

- intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any participant at AACFB events, at all related events and in one-on-one communications carried out in the context of AACFB events.
- harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, or other personal characteristic
- inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- deliberate intimidation, stalking, or following;
- harassing photography or recording;
- sustained disruption of talks or other events;
- unwelcome and uninvited attention or contact;
- physical assault (including unwelcome touch or groping);
- real or implied threat of physical harm;
- real or implied threat of professional or financial damage or harm

IF YOU ARE BEING HARASSED, NOTICE THAT SOMEONE ELSE IS BEING HARASSED, OR HAVE ANY OTHER CONCERNS, PLEASE CONTACT A MEMBER OF THE AACFB STAFF IMMEDIATELY.

Staff can be identified by their name badges.

All reports are confidential.

Consequences of Unacceptable Behavior

Unacceptable behavior from any participant at AACFB events, including attendees, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff, and anyone with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behavior is expected to comply immediately. Repeated or serious violations of this policy will result in your being asked to leave the AACFB event immediately without a refund. Egregious violations will result in more severe sanctions.