

## **FLORIDA RIMS CONFERENCE HARASSMENT POLICY**

### **OUR POLICY AGAINST HARASSMENT**

The RIMS Constitution & Bylaws requires each RIMS chapter to comply with the Society's bylaws and policies. The RIMS Board of Directors has adopted a zero-tolerance policy towards all forms of discrimination and harassment. That policy is therefore applicable to the Florida RIMS Conference, Inc. (the "**Conference**").

This zero-tolerance policy means that no form of unlawful discriminatory or harassing conduct by or toward any member, volunteer, vendor, employee, intern, or other person in or connected to the Conference ("**Recipient**") will be tolerated. The Conference is committed to enforcing its policy at all levels. Any Conference member, officer, director, committee member, volunteer, vendor, exhibitor, sponsor, advertiser, contractor, intern, or other person in, connected to, or doing business with the Conference ("**Participant**") who engages in prohibited discrimination or harassment will be subject to discipline, up to and including immediate removal from their volunteer position(s), expulsion from the Conference, a ban on participation in any Conference events, programs, and activities, and a ban on doing future business with the Conference.

#### **Conduct Covered by This Policy**

This policy applies to and prohibits all forms of illegal harassment and discrimination, not only sexual harassment. Accordingly, the Conference prohibits any and all harassment or discrimination based on sex, age, disability, perceived disability, marital status, personal appearance, sexual orientation, gender identity, race, color, religion, national origin, veteran status, or any other legally protected characteristic.

Types of harassment may include, but are not limited to, the following:

- **Verbal:** suggestive, insulting, or derogatory comments, epithets, innuendoes, sounds, jokes, teasing, or slurs based on any of the above categories, as well as sexual propositions or threats.
- **Physical:** assault, an impeding or blocking movement or any unlawful physical contact or interference with normal work or movement, including touching, pinching, brushing the body, impeding or blocking movement, sexual conduct, or assault when directed at an individual because of any of the above characteristics.
- **Visual:** derogatory posters, cartoons, suggestive objects, pictures, computer screen savers, letters, drawings, including on social media, as well as such actions as leering, whistling, or obscene gestures based on any of the above characteristics.
- **Unwanted sexual advances/sexual harassment:** (see below).

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, or offensive conduct of a non-sexual nature directed at an individual because of his/her sex or gender. Sexual harassment may take many forms, including but not limited to the following:

- Offensive and unwelcome sexual invitations, whether or not the person submits to the invitation, including but not limited to when a spoken or implied *quid pro quo* for sexual favors is a benefit of a continued position within the Conference;
- Offensive and unwelcome conduct of a sexual nature, including sexually graphic spoken comments; offensive comments transmitted by email or another messaging system; offensive or suggestive images or graphics whether physically present or accessed over the Internet; or the possession of or use of sexually suggestive objects; and
- Offensive and unwelcome physical contact of a sexual nature, including the touching of another's body, the touching or display of one's own body, or any similar contact.

Note that sexual harassment can occur:

- Between members of the same or opposite sex, regardless of their sexual orientation or gender
- Between Participants
- Offsite at Conference-related events

### **Computer Messaging and Information Systems**

Participants are particularly cautioned that the use of email, voicemail, or other electronic messaging systems, or the Internet, may give rise to liability for harassment. Participants may not generate, should not receive, and must not forward, any message or graphic that might be taken as offensive based on sex, gender, or other protected characteristics. This includes, for example, the generating or forwarding of offensive "humor" which contains offensive terms.

### **Procedures in the Event of Harassment**

Any Participant who believes he or she has been subjected to conduct in violation of this Policy, or who has witnessed or become aware of such conduct by another Participant, should immediately report the facts of the incident or incidents and the name of the person(s) involved to the Conference Committee Chair.

The Conference is committed to taking all reasonable steps to prevent and detect harassment, and will make every reasonable effort to promptly and fully investigate, address, correct, and remediate any

harassment that may occur or that is alleged or suspected to have occurred. The Conference strongly encourages Recipients to assume the responsibility of promptly reporting any incident(s) of harassment as described in this Policy.

### **Investigation and Disciplinary Action**

After a report is received, an internal investigation will be promptly undertaken. The investigation will be conducted confidentially to the extent practical under the circumstances and law. All Participants and Recipients shall cooperate fully and truthfully in any investigation pursuant to this Policy. Both the Recipient and the accused Participant will be informed of the results of the investigation.

If the Conference determines that a Participant has violated this Policy, the Participant will be subject to disciplinary action, up to and including immediate removal from their volunteer position(s), expulsion from the Conference, a ban on participation in any Conference events, programs, and activities, and a ban on doing future business the Conference.

### **Reporting Without Fear of Retaliation**

No Recipient will be retaliated against for reporting harassment. This no-retaliation policy applies whether a good-faith complaint of harassment is well founded or ultimately determined to be unfounded. Retaliation or reprisal is expressly forbidden and can be grounds for disciplinary action.

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If you have any questions concerning this Policy, please contact the Florida RIMS Conference Committee Chair.

Adopted by the Florida RIMS Conference, Inc. February 7, 2019

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