

ATSA Harassment Policy



ATSA is dedicated to providing a harassment-free event experience for everyone, regardless of gender, sexual orientation, disability, gender identity, age, race, or religion. We do not tolerate harassment of event participants in any form. ATSA member conference participants found violating these rules may be sanctioned through the organization's membership policies and/or removed from the current or future conferences. Non-ATSA member participants or vendors may be refused current or future conference participation and/or ATSA membership. Any conference participant (ATSA member or non-member) in violation of this policy at the annual International ATSA conference, may be expelled from the conference without refund and/or banned from future events at the discretion of ATSA's Executive Director and/or ATSA's Board of Directors.

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, gender identity, age, race, religion, as well as deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Vendors of the ATSA conference and their employees are also subject to the sanctions noted above.

If a conference participant or vendor engages in any harassing behavior as described above, the event organizers may take action deemed appropriate by the Executive Director and/or the ATSA Board, including issuing a verbal warning, immediate expulsion from the event and/ or expulsion from future events.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the ATSA staff or Board of Directors immediately. Both staff and Board members can be identified by special badges.

Sexual content necessarily comprises many aspects of ATSA conference presentations. The expectation that ATSA holds is that each presenter provides information in a professional manner. At times, the presentation content or the discussion generated may be uncomfortable or objectionable by a small number of conference participants. In these few cases, it is at the discretion of ATSA's Executive Director and/or ATSA's Board of Directors to determine if the presenter, information presented, or discussion that followed would be considered harassment, as defined above.

ATSA takes all concerns of harassment seriously. Resulting actions by ATSA, such as determining when and how to follow up on reported incidents, directing the complainant to other resources for resolution, or declining further action will be at the discretion of the ATSA Executive Director and/ or the ATSA Board of Directors.

If concerns arise, event staff will help conference participants contact venue/event security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference.

We expect participants to follow these rules at all event venues and related social events.