

June 11, 2020

AME'S POSITION ON DISCRIMINATION AND HARASSMENT

AME is dedicated to providing a safe and welcoming event experience, free of discrimination or harassment, for everyone regardless of gender, gender identity and expression, sexual orientation, marital status, disability, physical appearance, body size, race, age, national origin, ethnic origin, religion or religious belief. AME seeks to provide an event environment in which diverse attendees may learn, network and enjoy the company of colleagues in a professional atmosphere. We do not tolerate discrimination or harassment of our participants in any form. Sexual or racist language and imagery are not appropriate for any aspect of an AME event. Participants violating this policy may be expelled from the event, without a refund (when applicable), at the discretion of the organizers.

HARASSMENT INCLUDES, BUT IS NOT LIMITED TO:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, marital status, disability, physical appearance, body size, race, age, national origin, ethnic origin, religion or religious belief.
- Displaying sexual or racist images.
- Deliberate intimidation, including but not limited to stalking.
- Harassing photography or recording.
- Sustained disruption of presentations or other events.
- Inappropriate physical contact.
- Unwelcome sexual attention.
- Advocating for, or encouraging, any of the above behaviour.

AME EVENTS INCLUDE, BUT ARE NOT LIMITED TO:

- Meetings.
- Conferences or exhibits.
- Social or networking gatherings.
- Courses, tours or fieldtrips.
- Webinars or other learning sessions.

POLICY SCOPE

This policy applies to all attendees participating in any AME event including speakers, volunteers, guests, staff, contractors, and exhibitors.

ENFORCEMENT

Participants who are asked to stop behaviour viewed as harassing or discriminatory are expected to comply immediately. If a participant engages in harassing or discriminatory behaviour, event organizers retain the right

to take actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the event with no refund (when applicable).

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any other participant.

We expect participants to abide by this policy at all AME events for the safety of every member of our community.

REPORTING ANONYMOUSLY OR IN-PERSON

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Policy violations reduce the value of our events for everyone in attendance. We strive to provide you with a safe and welcome environment for you to enjoy as a positive experience. People like you help to raise the quality of our events and elevate all members of AME.

You can make a report in-person or anonymously [here](#).

Please note we cannot follow-up on an anonymous report with you directly, but we will fully investigate and take actions where necessary to prevent a recurrence.

IN-PERSON REPORTING

When taking an in-person report, AME Staff will ensure you are safe and cannot be overheard. Staff may involve a second staff member to ensure your report is managed properly. Once safe, we'll ask you to tell us what happened. We realize this process can be upsetting and encourage you to bring someone with you for support. All reports will be kept confidential and will be handled respectfully. You will not be asked to confront anyone, and your identity will remain confidential.

If required, AME staff will be happy to help you contact venue security, local law enforcement, local support services, provide escorts or otherwise assist you to feel safe for the duration of the event. We value your attendance.

RETALIATION IS PROHIBITED

AME will not tolerate any form of retaliation against persons who file a complaint, serve as witness(es), or otherwise assist in the investigation. Retaliation is a serious violation of this policy and, like harassment or discrimination itself, may be subject to removal from the event and any future events.

Acknowledgements

This discrimination and harassment policy is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative (http://geekfeminism.wikia.com/wiki/Conference_anti-harassment), the Women Geoscientists in Canada and the American Wind Energy Association's anti-harassment policies for events.