

Respectful Event Space Policy

[ORGANIZATION] holds events for its members, sponsors events for invitees or subscribers, and provides its facilities to others for their events. The following policies cover all of those situations, which are collectively referred to below as "Events" or "an Event."

These policies apply to speakers, staff, volunteers, attendees, observers, and media representatives. (For staff, our employment policies control in case there is a conflict between those policies and the following policies.)

a. Policy

[ORGANIZATION] is committed to promoting a safe and hospitable environment for Events, in which attendees and participants are treated respectfully. Therefore, [ORGANIZATION] prohibits communication or conduct that is offensive, degrading, coercive, or disruptive, or that has the purpose or effect of interfering with an individual's participation in or enjoyment of an Event. Communication and conduct prohibited by this policy includes but is not limited to harassment based on race, color, creed, religion, national origin, sex, marital status, partnership status, family status, caregiver status, sexual preference, status with regard to public assistance, mental or physical impairment, sexual orientation, gender identity or expression, veteran status, uniformed service, age, other group identity, or other characteristic protected by law.

b. Application and Examples

Critical examination of beliefs, including critical commentary on another person's views, does not by itself constitute hostile conduct or harassment. One of the underlying rationales of this policy is to promote the free exchange of ideas, not to inhibit it.

Following are some examples of conduct that would violate this policy:

- Yelling at or threatening speakers or attendees
- Any significantly disruptive conduct
- Repeated interruption of a speaker or performance
- Creation of an atmosphere of harassment or intimidation, including but not limited to stalking (whether physical or virtual)
- Conduct or communication that would offend a reasonable person, including but not limited to unwelcome attention; remarks or conduct having sexual innuendo; humor involving race, sex, or other classifications; comments intended or construed as being derogatory to an entire class of persons
- Actual, threatened, or implied retaliation against a person for complaining about a violation of these policies or for cooperating with an investigation into a complaint

c. Procedure

Persons who are the targets of, or witnesses to, hostile or harassing conduct should contact Event staff. If safe to do so, targets and witnesses may also demand that the offenders stop the offensive conduct or communication.

