



## **POLICY AGAINST DISCRIMINATION AND HARASSMENT**

The North Carolina Presenters Consortium (NCPC) values an inclusive culture that promotes, supports, and celebrates diversity in our organizations, programs, and audiences. We believe that collaboration, respect, and fairness are essential to our field and that it is our duty to provide a safe, welcoming environment for our members and event attendees.

NCPC is committed to providing a nondiscriminatory, supportive, and harassment-free professional experience for everyone, regardless of race, ethnicity, gender identity or expression, sexual orientation, disability, age, religion, political affiliation, physical appearance, or economic status.

This policy applies to all NCPC activities, including:

- NCPC member meetings
- conferences, workshops, and events sponsored or co-sponsored by, or in cooperation with NCPC
- publications and interactions sent through communication channels associated with NCPC, including but not limited to the NCPC email listserv and social media.

### **EXPECTED BEHAVIOR**

Interactions between NCPC members and attendees should be respectful and constructive. All participants in NCPC activities are expected to abide by this policy in all venues and channels of communication. Standards of behavior include:

- 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 policy, even if they seem inconsequential.

### **UNACCEPTABLE BEHAVIOR**

We do not tolerate harassment of members and participants. Unacceptable behaviors include, but are not limited to:

- intimidating, harassing, derogatory, or discriminatory speech or actions

- offensive, degrading, humiliating, or prejudicial verbal or written comments
- unwelcome and uninvited attention or physical contact
- unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature
- deliberate stalking, intimidation, or following
- harassing photography or recording
- real or implied threat of physical harm
- interference with a person's participation or opportunity for participation
- advocating for, or encouraging, any of the above behavior

Harassment can occur when there is no deliberate intention to offend. Be careful in the words that you choose. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behavior. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.

## **CONSEQUENCES OF UNACCEPTABLE BEHAVIOR**

If a member or participant in an NCPC activity engages in prohibited behavior, NCPC reserves the right to:

- remove that individual from any NCPC activity without warning or refund
- prohibit the individual from participating in future NCPC activities
- suspend, terminate, or deny membership in NCPC

Appropriate actions will also be taken toward any individual who knowingly makes a false allegation of harassment.

## **HOW TO REPORT UNACCEPTABLE BEHAVIOR**

Any individual who experiences or witnesses any behaviors described above should immediately contact NCPC staff or board members and you will be provided a safe space to make your report. You may also contact conference staff or host venue staff and ask to be put in touch with NCPC leadership.

## **DISCLAIMERS**

This policy is not intended to limit open discussion of related issues facilitated at NCPC events; it applies only to behavior at NCPC activities. NCPC assumes no liability or responsibility for the actions of any member or other activity participant.